

3354:2-9-01 Ohio Ethics Law Compliance and Conflicts of Interest.**A. Policy Statement**

- (1) It is the policy of the College to carry out its mission in accordance with the strictest ethical guidelines and to ensure that College board members, officers, and employees conduct themselves in a manner that foster public confidence in the integrity of the College, its processes, and its accomplishments.

B. General Standards of Ethical Conduct

- (1) College officials and employees must, at all times, abide by protections to the public embodied in Ohio's ethics laws, as found in Chapters 102, and 2921, of the Ohio Revised Code, and as interpreted by the Ohio Ethics Commission and Ohio courts. Officials and employees must conduct themselves, at all times, in a manner that avoids favoritism, bias, and the appearance of impropriety.
- (2) A general summary of the restraints upon the conduct of all officials and employees includes, but is not limited to, those listed below. No official or employee shall:
- (a) Solicit or accept anything of value from anyone doing business with the College. For purposes of this policy, "anything of value" includes anything of monetary value, including, but not limited to, money, gifts, food or beverages, social event tickets and expenses, travel expenses, golf outings, consulting fees, compensation, or employment. "Value" means worth greater than de minimis or nominal.
- (b) Solicit or accept employment from anyone doing business with the College, unless the official or employee completely withdraws from College activity regarding the party offering employment, and the College approves the withdrawal. For purposes of this policy, "Anyone doing business with the College" includes, but is not limited to, any person, corporation, or other party that is doing or seeking to do business with, regulated by, or has interests before the College.
- (c) Use his or her public position to obtain benefits for themselves, a family member, or anyone with whom the official or employee has a business or employment relationship.
- (d) Be paid or accept any form of compensation for personal services rendered on a matter before any board, commission, or other body of the College, unless the official or employee qualifies for the exception, and files the statement, described in R.C. 102.04(D).

- (e) Hold or benefit from a contract with, authorized by, or approved by, the College.
- (f) Vote, authorize, recommend, or in any other way use his or her position to secure approval of a College contract (including employment or personal services) in which the official or employee, a family member, or anyone with whom the official or employee has a business or employment relationship, has an interest.
- (g) During public service, and for one year after leaving public service, represent any person, in any fashion, before any public agency, with respect to a matter in which the official or employee personally participated while serving with the College.
- (h) Use or disclose confidential information protected by law, unless appropriately authorized.
- (i) Use, or authorize the use of, his or her title, the name "Lakeland Community College," or "Lakeland," or the College's logo in a manner that suggest impropriety, favoritism, or bias by the College or the official or employee.

(C) Financial Disclosure

- (1) College officials or employees required to file a financial disclosure statement must file a complete and accurate statement with the State of Ohio Ethics Commission.

(D) In compliance with the Governor's executive order, the President's office will annually prepare an ethics training plan and file that document with the Governor's chief legal counsel.

(E) Penalties

- (1) Failure of any College official or employee to abide by this Ethics policy, or to comply with the Ethics Law and related statutes, will result in discipline, which may include dismissal, as well as any potential civil or criminal sanctions under the law.

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CERTIFIED ELECTRONICALLY

Certification

03/09/2015

Date

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