

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS  
CONFLICT OF INTEREST

DBD  
(LOCAL)

---

**Note:** For conflicts of interest and gifts and gratuities related to federal grants and awards, see CAA and CAAB.

---

**Disclosure General Standard**

An employee shall will disclose to his or her immediate supervisor a personal financial interest, a business interest, or any other obligation or relationship that in any way creates a potential conflict of interest with the proper discharge of assigned duties and responsibilities or with the best interest of the College District.

**Specific Disclosures**  
Substantial Interest

The District President shall will file an affidavit with the Board Chair disclosing a substantial interest, as defined by Local Government Code 171.002, in any business or real property that the District President or any of his or her relatives in the first degree may have.

Any other employee who is in a position to affect a financial decision involving any business entity or real property in which the employee has a substantial interest as defined by Local Government Code 171.002 shall will file an affidavit with the District President; however, the employee shall will not be required to file an affidavit for the substantial interest of a relative.

Interest in Property

The District President shall will be required to file an affidavit disclosing interest in property in accordance with Government Code 553.002.

[See BBFA]

**Gifts**

An employee shall will not accept or solicit any gift, favor, service, or other benefit that could reasonably be construed to influence the employee's discharge of assigned duties and responsibilities. [See CAA and CAAB]

**Endorsements**

An employee shall will not recommend, endorse, or require students to purchase any product, material, or service in which the employee has a financial interest or that is sold by a company that employs or retains the employee during nonschool hours, unless the product, material, or service is recommended, endorsed, or required for a course the employee teaches and is reasonably related to the subject matter of the course and the course syllabus.

No employee shall will require students to purchase a specific brand of supplies if other brands are equal and suitable for the intended instructional purpose.

**Sales**

An employee shall will not use his or her position with the College District to attempt to sell products or services, unless the product or service is recommended, endorsed, or required for a course the employee teaches and is reasonably related to the subject matter of the course and the course syllabus.

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS  
CONFLICT OF INTEREST

DBD  
(LOCAL)

**Solicitation of  
Resources**

The College District recognizes that appropriate gifts and grants of cash, equipment, real property, and other goods and effects are vital to the College District's growth and development and that seeking support from external sources is fully consistent with the College District's mission and purpose.

Through a letter of understanding between the College District and the Collin County Community College District Foundation, Inc., dated November 21, 1989, the Foundation has been charged with the rights and responsibilities of assisting the College District with the solicitation of external resources. The vice president of advancement or designee ~~shall~~will serve as the official liaison with the Foundation to ensure coordination of all College District fundraising activities and objectives.

The Foundation has been designated as the official repository for gifts from the private sector that are donated to advance the College District's mission and purpose. Assets administered by the Foundation ~~shall~~will be used exclusively for the benefit of the College District to include support for programs, employees, and students pursuing stated goals of the College District.

Grants and Other  
Sources of Funding

The College District's foundation office staff is responsible for soliciting and administering external funds for the College District. The foundation office staff also identifies, cultivates, and solicits grants and/or gifts from public and private agencies, individuals, corporations, and foundations. While each College District employee may, and should, play an important role in the process of expanding external support, such activities must be approved by the College District's Executive Leadership Team and be in compliance with College District procedures and guidelines. Foundation office staff ~~shall~~will work with employees to create scholarship and excellence funds or to acquire other appropriate gifts.

Fundraising

Fundraising ~~shall~~will mean any solicitation of any donation of anything of value from an external source by any officer, employee, agent, or volunteer acting on behalf of and for the benefit of the College District or any of its units or authorized affiliated organizations.

This policy ~~shall~~will not apply to an employee(s) participating in duly authorized student activities, programs, or other approved College District activities. Duly authorized student activities are those activities approved in advance by the director of student activities. Approved College District activities are those activities approved in writing in advance by the appropriate vice president, provost, or the District President.

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS  
CONFLICT OF INTEREST

DBD  
(LOCAL)

**Incompatible  
Positions**

The Texas Constitution prohibits the simultaneous holding of more than one civil office of emolument. [See DBD(LEGAL)]. Consistent with Texas law, College District employees may run for elected office to serve on the Board of Trustees or other elected positions. Since Trustees as public officials must avoid a position where private pecuniary interests or self-employment may conflict with the full exercise of public duties, if a College District employee is elected or appointed to the Board of Trustees the employee must relinquish the incompatible position that pays the employee a salary. Similarly, a Trustee may not accept employment with the College District until the first anniversary of the date the Trustee's membership on the Board ends. [See DC(LEGAL)].