From Brattleboro September 19, 2019

Current from 2008 – present.

*Conflict of InteresT -* ***N****o employee shall engage in self-benefiting arrangements; contractual or otherwise, direct or indirect, which results from employee’s position, knowledge and/or responsibilities**as an employee of the Town.*

Draft for 2019

## Conflict of Interest - Employees must avoid any relationship or activity that might impair, or even appear to impair, their ability to make objective and fair decisions when performing their jobs. At times, an employee may be faced with situations in which business actions taken on behalf of the Town of Brattleboro may conflict with the employee’s own personal interests. Town property, information or business opportunities may not be used for personal gain.

Conflicts of interest could arise in the following circumstances:

* Being employed by, or acting as a consultant to, a competitor or potential competitor, supplier or contractor, regardless of the nature of the employment, while employed with The Town of Brattleboro.
* Hiring or supervising family members or closely related persons.
* Serving as a board member for an outside commercial Town or organization.
* Owning or having a substantial interest in a competitor, supplier or contractor.
* Accepting gifts, discounts, favors or services from a customer/potential customer, competitor or supplier, unless equally available to all employees.

Employees with a conflict-of-interest question should seek advice from management. Before engaging in any activity, transaction or relationship that might give rise to a conflict of interest, employees must seek review from their manager or the Human Resource department.