

Staff Personnel Policy Amendment

706 Non-competition and Conflict of Interest - FINAL DRAFT

System staff may not enter into competition with the System by providing a service to any member library or organization that: a) the System provides or makes available to any member library or organization, and b) will or is expected to generate personal gain for the staff member.

Private business opportunities must be addressed on the staff's own personal time. Mid-Hudson equipment and materials shall not be used for a private business interest. Staff cannot use System membership or subscriber lists to solicit any personal business.

System staff must report staff conflicts of interest to the Executive Director. An actual or potential conflict of interest occurs when staff is in a position to influence a decision that may result in a personal gain for the staff member as a result of the System's business dealings. Personal gain may result not only in cases where an employee has an interest in a business with which the System does business, but also when an employee receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction of business dealings involving the System.

Failure of staff to comply with this policy may lead to disciplinary action, up to and including termination of employment.