

DANBURY PUBLIC SCHOOLS

Danbury, Connecticut

POLICY

SOLICITATION BY EMPLOYEES

Adopted: 11/10/99

Policy No. 4-137

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Students should be free to learn in an atmosphere free of distraction or subtle coercion. Staff stands in a particular relationship with their students, and must not utilize that relationship for personal gain. Moreover, in discharging their responsibilities employees should avoid even the appearance of a conflict of interest between discharging those responsibilities and their own personal interest.

Solicitation is defined as asking students or staff to expend money or otherwise participate in activities, which are not approved by the Principal or designee, which lead to the direct financial gain of an employee. While it is not possible to define all forms of solicitation of students or staff by an employee, the following examples illustrate the basic principles:

- Solicitation of students or staff to participate in non-school sponsored trips
- The offering of services for pay directly to students or staff in the school setting
- Solicitation of students or staff to participate in any activity, in which such participation by students or staff leads to the financial gain of a district employee

Given the special relationship between students and employees, it is essential that employees avoid even the appearance of a conflict of interest. Consequently, no employee may offer, provide or refer to private tutorial or other educational services for personal compensation to any student for whom that employee has any direct instructions/service responsibility.

The Board recognizes the importance of an educational environment devoted to learning and free from unnecessary distractions. Consequently, no staff member may, on school property or during school activities, solicit students or offer services to students for non-school sponsored activities for personal gain as these activities may place undue pressure on students.

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Fund-raising activities by an employee must have the approval of the Principal or designee.