

Policy GBEBG Gifts to and Solicitations by Employees

Issued ~~4/17~~ 00/21

Selling Items for Personal Profit

In the interest of preserving a completely professional relationship between district employees and those whom they serve, it is the policy of the board not to permit school employees to sell on school premises for personal profit products of any kind to students or patrons of the school in which they teach.

Soliciting of Staff

No organization will solicit funds from staff members within the schools nor will they distribute flyers or other materials related to fund drives through the schools without the approval of the superintendent. Staff members will not be made responsible or assume responsibility for the collection of any money or distribution of any fund drive literature within the schools without such activity having the superintendent's approval.

As a matter of policy, the board expects such activities to be kept to a minimum.

Gifts from Employees to Employees

Individual employees will refrain from giving gifts to staff members who exercise any administrative or supervisory jurisdiction over them, either directly or indirectly. Generally, the board discourages collection of money for group gifts except in special circumstances such as bereavement, serious illness, or for mementos at retirement.

Gifts solicited or collected on behalf of groups such as hospitality committees should be communicated in writing as completely optional opportunities for participation. There will be no reprisals or pressure for any staff member to participate. Gifts should be in accordance with state ethics laws.

Gifts to Staff Members

Staff members will accept no personal gifts, bonuses, or gratuities—consistent with guidelines issued by the State Ethics Commission—from companies which do business with the district, whether or not companies give such gifts in the hope of increasing the sale of a product or to influence school personnel. Exceptions to this policy are the acceptance of minor items which are generally distributed by the company or organization through their public relations program.

The board discourages the giving of gifts to staff members by students as well as the exchange of gifts at holiday parties.

Limitations: The board directs the superintendent to publish guidelines annually.

Adopted 11/23/99; Revised 12/30/16, 4/25/17; Reviewed 00/00/21

Legal References:

S. C. Code, 1976, as amended:

[Section8-13](#)-700, *et seq.* - State ethics law.

[Section16-17](#)-420 - Prohibits activities that disturb school.

Richland County School District One