

Relations with Vendors

The school district shall not extend favoritism to any vendors. Each order shall be placed on the basis of quality, price and delivery with past service being a factor if all other considerations are equal.

Conflicts of Interest and Endorsements

The district will not purchase supplies or materials from a staff member of the school district, nor from immediate family members ~~a member of the household~~ of the staff member unless the purchase follows the formal purchasing procedures.

Employees of the district:

may not participate in the selection, award or administration of a contract if there is a real or apparent conflict of interest;

- Employees of the district will not endorse products or services in such a manner that will identify him/her as an employee of the district;
- In general, may neither solicit nor accept gratuities, favors or anything of monetary value from contractors or parties to subcontracts. However, the district may set standards for situations in which the financial interest is not substantial or the gift is an unsolicited item of nominal value. DO WE NEED LAST SENTENCE?

Based on the severity of any infraction, the penalties could include a written reprimand to the district member's personnel file, a suspension (with/without pay) or termination as determined by the Superintendent and Board of Education.

Affirmative Action

The school district shall not enter into any contract with a person, agency, or organization if it has knowledge that such person, agency or organization discriminates on the basis of race, color, religious creed, age, marital status, national origin, sex, sexual orientation, or physical handicap or disability, either in employment practices or in the provision of benefits or services to students or employees.

Legal Reference: Connecticut General Statutes

4a-60 Nondiscrimination and affirmative action provisions in contracts of the state and political subdivisions rather than municipalities

4a-60a Contracts of the state and political subdivisions, other than municipalities, to contain provisions re nondiscrimination on the basis of sexual orientation

[46a-58](#) through [46a-81](#) re discriminatory practices

Title VII, Civil Rights Act, 42 U.S.C. 2000e et seq. as amended by
Title IX, Equal Employment Opportunity Act

Title IX of the Education Amendments of 1972; 42 U.S.C. 1134n et
seq. (Higher Education Act)

Policy adopted: ~~October 15, 2013~~

DERBY PUBLIC SCHOOLS

Derby, Connecticut