

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 of a 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;
- 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.

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 13, 2013

Revised:

DERBY PUBLIC SCHOOLS
Derby, Connecticut