

**GRAYS HARBOR COLLEGE**  
**Board Policy**

**Subject: ETHICAL STANDARDS AND CONFLICTS OF INTEREST**

**Page 1 of 1**

**Board Policy Number: 103**

**Date adopted: 6/20/00, 2/21/06 Reviewed: 11/20/18 Revised: 7/18/2023**

**Policy Regarding the Washington Ethics Law:**

The Washington Ethics Law, Revised Code of Washington, Chapter 42.52, applies to all state employees. It governs the actions and working relationships of members of the Board of Trustees and of all employees at Grays Harbor College. Board members and employees shall perform in accordance with this law in their dealings with college employees, suppliers, government representatives, the media, and other individuals with whom they have professional relationships that are associated with their responsibilities to Grays Harbor College.

**Policy Regarding Conflicts of Interest:**

Each member of the Board of Trustees and all employees of Grays Harbor College are expected to place the interests of the college above their self-interests. When there are questions with regard to the meaning of the Washington Ethics Law and an individual's self-interests, Board members and employees are expected to resolve them in favor of good, ethical judgment and in keeping with the basic principle that their position of trust may not be used for personal gain or private advantage.

In resolving questions regarding conflicts of interest, the following statements from state law shall be considered:

- Board members and college employees may not have a financial interest or engage in any activity that is in conflict with the proper discharge of their official duties.
- Board members and college employees may not use their official position to secure special privileges for themselves or any other person.
- Board members and college employees may not receive compensation from any person, except the State of Washington, for performing their official duties.