

*"d. No officer or employee of a state agency.... should use or attempt to use his official position to secure unwarranted privileges or exemptions for oneself or others."*

One uses one's power to grant contracts to acquire discounts on personal purchases from potential recipients of such contracts.

One accepts a substantial gift from a potential vendor or contractor.

One requests free examination copies of books in order to profit by selling them later.

One utilizes state services (e.g., telephone codes, photocopy equipment, cars) for personal benefit.

One takes state goods or supplies (e.g., paper) for personal benefit.

One creates course packets using college paper, supplies or photocopiers, sells them directly to students and deposits the money in a department's or other organization's slush fund.

*"e. No officer or employee of a state agency... should engage in any transaction as a representative or agent of the state with any business entity in which he has a direct or indirect financial interest that might reasonably tend to conflict with the proper discharge of his official duties."*

A purchasing manager awards a lucrative no-bid contract to a company whose primary owner is the manager himself or herself or the manager's spouse or the manager's partner in another business.

*"f. An officer or employee of a state agency... should not by his conduct give reasonable basis for the impression that any person can improperly influence him or unduly enjoy his favor in the performance of his official duties, or that he is affected by the kinship, rank, position or influence of any party or person."*

[See the related policy on Decisions Involving Relatives, Spouses and Consensual Partners in this document.]

One evaluates the performance, determines the salary, or decides the college employment status of an employee with whom one has a close personal relationship, such as marriage, consensual intimacy, or kinship.

One assigns grades, serves on a thesis committee or scholarship awards committee or otherwise appraises the academic progress of a student with whom one has a close personal relationship, such as marriage, consensual intimacy, or kinship.

One participates in supervisory or peer recommendations of another faculty or staff member with whom one has a close personal relationship, such as marriage, consensual intimacy, or kinship.