STANDARD: Written policy, procedure and practice shall govern the implementation of a conflict-of-interest policy for Immediate Intervention Programs (IIP’s). The conflict-of-interest policy shall include but not be limited to:

- No employee of IIP’s shall conduct an assessment or supervise a relative, household member, and/or any other person that can be viewed as a conflict of interest.
- Employees of IIP’s shall not use their official position, nor shall they disclose or use confidential information acquired in the course of their official duties, to advance their own or someone else’s economic interests or to secure additional privileges and advantages for themselves or others.
- An established nepotism policy.

DISCUSSION: Employees may engage in outside employment or enterprise or volunteer activity to the extent that it does not constitute a conflict of interest, interfere with the performance of their duties, or impair their ability to respond to a request to return to work in emergency situations.

ATTACHMENTS: None.