

BDOTE LEARNING CENTER

Adopted:	#201 GIFTS TO EMPLOYEES AND BOARD MEMBERS
Revised:	

I. Purpose of Policy:

The Board of Directors recognized the need to avoid the appearance of impropriety or the appearance of conflict of interest with respect to gifts given to Bdote Learning Center (BLC) public charter school employees or Board members.

II. General Statement:

It is the policy of BLC public_charter school to discourage gift giving to employees and Board members and to require compliance with this policy.

III. Definitions:

"Gift" means money, real or personal property, a service, a loan, a forbearance or forgiveness of indebtedness, or a promise of future employment, that is given without something of equal or greater value being received in return.

IV. Prohibition on gifts:

It is a violation of this policy for an employee or Board member to accept a gift from a student, parent, community member, or community group if the gift has greater than nominal value.

V. Acceptable tokens of appreciation:

It is NOT a violation of this policy for an employee or Board member to accept from a student, parent, community member, or community group the following items:

- 1) Culturally appropriate gifts;
- 2) Thank you notes or letters expressing appreciation; or
- 3) Small tokens of appreciation such as plaques, if such an item has only nominal value.

VI. Solicitation of gifts:

It is a violation of this policy for an employee or Board member to solicit or receive anything of value from any person or entity doing business with or seeking to do business with BLC.

VII. Exceptions:

This policy does not prohibit employees or Board members from accepting free samples of textbooks or teaching materials, or promotional items of nominal value such as water bottles, binder clips golf balls, etc, provided by vendors at educational fairs or conferences.

VIII. Non-applicability:

This policy does not apply to gifts given to employees or Board members by personal friends, family members, or others where the reason for the gift does not arise out of the employee's contract or paid status with BLC or the Board member's service on the Board of BLC.