

Vermont Ethics Commission Draft Code of Ethics, Conflict of Interest

"Conflict of interest" for a public servant means an interest, direct or indirect, financial or otherwise, of the public servant or such an interest, known to the public servant, of a member of the public servant's immediate family or household, or of a business associate, in the outcome of a particular matter pending before the public servant or the public servant's public body, or which is in conflict with the proper discharge of the public servant's duties. "Conflict of Interest" does not include any interest that is no greater than that of other persons generally affected by the outcome of a matter (such as a policyholder in an insurance company or a depositor in a bank).

STATE OF VERMONT, EXECUTIVE DEPARTMENT, EXECUTIVE ORDER NO. 19-17 [Executive Code of Ethics]

Applies to: Except where otherwise provided by law, all Appointees (as defined herein) shall be subject to provisions of this Executive Order. Nothing in this Executive Order shall exempt an Appointee from any other requirement of law or any duly adopted State personnel policy. "Appointee" means any member of a Public Body appointed by or upon the approval of the Governor, including Executive Officers, or any exempt employee appointed by or upon the approval of such an Appointee.

"Appearance of a Conflict of Interest" means the impression that a reasonable person might have, after full disclosure of the facts, that an Appointee's judgment might be significantly influenced by outside interests, even though there may be no actual Conflict of Interest.

"Conflict of Interest" means a significant interest of an Appointee or such an interest, known to the Appointee, of a member of his or her immediate family or household, or of a business associate, in the outcome of a particular matter pending before the Appointee or his or her Public Body. "Conflict of Interest" does not include any interest that (i) is no greater than that of other persons generally affected by the outcome of a matter (such as a policyholder in an insurance company or a depositor in a bank), or (ii) has been disclosed to the Secretary and found not to be significant."

VTHR Personnel Policy and Procedure Manual, Conflict of Interest Provisions/Arguably Relate to Conflicts of Interest**Number 5.2- CONFLICT OF INTEREST ARISING FROM EMPLOYMENT**

Applies to: All applicants for employment with; and all classified, exempt, appointed, temporary, and contractual employees in the Executive Branch of the State of Vermont.

It is the State of Vermont's Responsibility to conduct employment matters in a manner that not only avoids conflicts of interest, but any appearance of a conflict of interest. Conflicts of interest may arise in: hiring employees; other employment related matters; their employment by the State in more than one capacity; outside activities or employment engaged in by employees; and the award of contracts to employees.

This policy is intended to promote avoidance of conflicts of interest and the appearance thereof that arise through the employment, in the same governmental unit of people who share familial or other close relationships.....

Number 5.6 - EMPLOYEE CONDUCT

REQUIRED CONDUCT

1. It shall be the duty of employees to fulfill to the best of their ability the duties and responsibilities of their position. Employees shall pursue the common good in their official activities, and shall uphold the public interest, as opposed to personal or group interests.

PROHIBITED CONDUCT

4. Employees shall not engage in any employment, activity, or enterprise which has been or may be determined by the appointing authority to be inconsistent, incompatible, or in conflict with their duties as a State employee or with the duties, functions or responsibilities of the agency by which they are employed. The mere appearance of impropriety may constitute a conflict of interest. Employees shall consult with their appointing authority prior to engaging in such employment, activity, or enterprise.

Employees whose employment, activity or enterprise pre-dates this policy or their employment with the State shall promptly consult with their appointing authority to resolve any issue of conflict of interest.

Vermont Judicial Branch Personnel Policy, Code of Conduct