

**ADMINISTRATIVE RULE NO: 1020-02  
RELATED TO POLICY SERIES NO: 1020**

**TITLE: EMPLOYMENT CONFLICT OF INTEREST/PECUNIARY BENEFIT**

No LBCC employee shall receive a pecuniary benefit, other than wages or salary and benefits paid by the college for services rendered as an employee. Pecuniary benefit means financial gain or advantage to the person by way of position or employment in the form of non salary/wage and benefits.

Individuals may on a casual/non reoccurring basis advertise personal property in the Insider for sale without violating this rule. By way of illustration: If an employee wishes to sell a surplus personal item such as an automobile or a washer, it is appropriate to use the Insider, bulletin board or e-mail to advertise that item. However, if the employee has an automobile dealership or an appliance business, it would be a violation of this rule to use any LBCC materials or facilities to solicit business. Employees may not solicit for any for-profit distributorship on LBCC premises, or use campus mail services or phones for solicitation.

The vice president for Finance and Operations shall interpret specific questions raised on the application of this Rule. Employees may appeal interpretations to the President whose decision will be final.

DATE OF ADOPTION: 08/13/84

DATE(S) OF REVISION(S):