

Ethics Policy

Adopted: July 26, 2022

Revised:

Purpose

Career Academy of Utah (the “School”) adopts this policy to ensure that individuals associated with the School, including Board members and employees, conduct themselves consistently with high standards of ethics and applicable law.

Policy

Any allegation of a violation of this policy should be reported to the School’s Board of Directors following the School’s Staff Grievance Policy or Parent Grievance Policy, as applicable. The Board will ensure that all allegations of ethics violations are promptly investigated, and that appropriate action is taken based on the investigation results.

No Board member or School employee may violate Utah Code § 76-8-105, which precludes the solicitation or receipt of a bribe.

No Board member or School employee may violate the Utah Public Officers’ and Employees’ Ethics Act (Utah Code § 67-16-1, et seq.), which, among other requirements, precludes Board members and School employees from:

- (a) accepting employment or engaging in any business or professional activity that they might reasonably expect would require or induce them to improperly disclose controlled information that they have gained because of their official position;
- (b) disclosing or improperly using controlled, private, or protected information acquired because of their official position or in the course of official duties to further their economic interest substantially or to secure special privileges or exemptions for themselves or others;
- (c) using or attempting to use their official position to:
 - (i) further their economic interest substantially; or
 - (ii) secure special privileges or exemptions for themselves or others;
- (d) accepting other employment that they might expect would impair their independence of judgment in the performance of their public duties;

- (e) accepting other employment that they might expect would interfere with the ethical performance of their public duties; or
- (f) except as otherwise allowed in the law, knowingly receiving, accepting, taking, seeking, or soliciting, directly or indirectly for themselves or another, a gift of substantial value or a substantial economic benefit tantamount to a gift:
 - (i) that would tend improperly to influence a reasonable person in the person's position to depart from the faithful and impartial discharge of the person's public duties;
 - (ii) that they know or that a reasonable person in that position should know under the circumstances is primarily to reward them for official action taken; or
 - (iii) if they recently have been, are now, or soon may be involved in any governmental action directly affecting the donor or lender, unless disclosure of the gift, compensation, or loan and other relevant information has been made in the manner provided in Utah Code § 67-16-6.

Licensed educators of the School must comply with the Utah Educator Professional Standards in Utah Administrative Code Rule R277-515 regarding the ethical conduct required of all licensed educators.