

NORTH CENTRAL STATE COLLEGE  
POLICY AND PROCEDURES MANUAL

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ETHICS RULES FOR COLLEGE EMPLOYEES

Effective: February 25, 2004

Policy No. 3357:13-16-231

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A. The College is a political subdivision of the State of Ohio, and as such, all employees of the College come under the rules of the Ohio Ethics Commission, and under the Ohio Revised Code governing the commission and its rules.

B. Ohio law, as interpreted by the Ethics Commission, forbids any employee of the College from Accepting, soliciting or using his/her position to secure “anything of value,” and prohibits a party (vendor) from giving or providing any employee of the College “anything of value” where the thing of value is of such a character as to manifest a substantial and improper influence upon the public official or employee.

C. The Ethics Commission’s opinion regarding that rule, simply put, is that no employee of the College can accept expenses from vendor for travel unless, as a part of a bid specification of the College, the vendor provides trips for inspections and other “proper” business purposes. The Ethics Commission has the ability, by law, to subpoena and to report findings to the appropriate prosecuting authority.

Approved by the Board of Trustees: February 25, 2004  
CFO (Human Resources)