

## **Veterans Resource Center**

### Code of Conduct / Conflict of Interest Policy

No employee, officer, or agent of the grantee or sub-grantee shall participate in selection, or in the award or administration of a contract supported by Federal funds if a conflict of interest, real or apparent, would be involved. Such a conflict would arise when:

- The employee, officer or agent, any member of his immediate family, his or her partner, or an organization, which employs, or is about to employ, any of the above has a financial or other interest in the firm selected for award.

The grantees or subgrantees officers, employees or agents will neither solicit nor accept gratuities, favors or anything of monetary value from contractors, potential contractors, or parties to subagreements.

Grantee and subgrantees may set minimum rules where financial interest is not substantial or the gift is an unsolicited item of nominal intrinsic value. To the extent permitted by State or local law or regulation, such standards of conduct will provide for penalties, sanctions or other disciplinary actions for violations of such standards by the grantees or sub-grantee's officers, employees, or agents, or by contractors or their agents. The awarding agency may in regulation provide additional prohibitions relative to real, apparent, or potential conflicts of interest.