

POLICY: 4.3.2. (III.L)

Ethics and Standards of Conduct for Employees

Revised: March 13, 2019; and April 4, 2018.

Last Reviewed: September 20, 2022; and March 13, 2019.

Adopted: February 6, 2014.



POLICY:

All Technical College System of Georgia [TCSG] employees must maintain the highest ethical and professional standards while carrying out their official duties, responsibilities, and associated professional obligations. In addition, all employees must work solely for the public good while striving to maintain public trust.

Employees must avoid even the appearance of impropriety or conflict of interest to ensure that their official actions are not motivated by private or personal interests. This includes all aspects of their interactions with our students, other employees, and the System's business, community, and state and local government partners.

While performing their assigned duties, all employees are expected to adhere to federal and state law, all State Board policies and TCSG procedures, the Code of Ethics of Government Service outlined in O.C.G.A. § 45-10-1, and all provisions of the Governor's January 14, 2019, Executive Order establishing a Code of Ethics for Executive Branch Officers and Employees.

Any employee whose position is funded by or whose position utilizes federal funds is subject to relevant federal conflict of interest regulations.

RELATED AUTHORITY:

O.C.G.A. § 20-4-11 – Powers of Board.

O.C.G.A. § 20-4-14 – TCSG Established; Powers and Duties.

45 CFR 94 – Responsible Prospective Contractors.

45 CFR 602 – Uniform Administrative Requirements for Grants and Cooperative Agreements for State and Local Government.

O.C.G.A. § 45-10-1 – Code of Ethics for Government Service Generally- Establishment and Text.

Attachment 4.3.2p1.a1. Governor's Executive Order on Ethics.

TCSG State Board Policies and TCSG Procedures Manual.