



BP 7800 INCOMPATIBLE ACTIVITIES

References:

Government Code Sections 1125 and 1126

In order to help maintain public trust in the integrity of District operations, the District expects all employees to give precedence to their District duties over any other outside employment.

No employee of the District shall engage in any outside employment, activity, or enterprise for compensation which is inconsistent, incompatible, in conflict with, or inimical to his/her duties as an employee of the District.

No employee shall perform any work, service, or counsel for compensation outside of the District where any part of his/her efforts will be subject to approval by any other employee, board, or commission of this District, unless otherwise approved in the manner prescribed by this policy.

An employee's outside employment, activity, or enterprise may be prohibited if it:

1. Involves the use for private gain or advantage of District time, facilities, equipment, or supplies, or the badge, uniform, prestige, or influence of District office or employment;
2. Involves receipt or acceptance by the employee of any money or other consideration from anyone other than the District for the performance of an act which the employee, if not performing such act, would be required or expected to render in the regular course or hours of District employment or as a part of duties as a District employee; or
3. Involves the performance of an act in other than his/her capacity as a District employee which act may later be subject directly or indirectly to the control, inspection, review, audit, or enforcement of any other District employee; or
4. Involves such time demands as would render performance of his/her duties as a District employee less effective.

Employees who are determined to be engaged in inconsistent, incompatible, or conflicting employment, activity, or enterprise shall be afforded such notice and be subject to such discipline as otherwise provided in District personnel policies, collective bargaining agreements, or applicable Education Code and Title 5 provisions.



Private Tutoring

A faculty member shall not accept any compensation or other benefits for private tutoring of a student enrolled in the faculty member's class(es). A faculty member who wishes to receive compensation to privately tutor a student not enrolled in the faculty member's class(es) shall first request authorization from the faculty member's dean. If authorization is granted, the faculty member shall not use District facilities, equipment, or supplies when privately tutoring the student.

Adopted: February 25, 2016
(Replaces current SBCC BP 2525 and BP 2450)