



ETHICS

The Ranches Academy adopts this policy to ensure that individuals associated with The Ranches Academy, including Board Members and employees, conduct themselves consistent with high standards of ethics and with applicable law.

Any allegation of a violation of this policy should be reported to the Ranches Academy Board of Directors in accordance with The Ranches Academy'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 results of the investigation.

No Board Member or The Ranches Academy employee may violate Utah Code 76-8-105, which precludes the solicitation or receipt of a bribe.

No Board Member or Ranches Employee may violate the Utah Public Officers' and Employees' Ethic Act (Utah Code 67-16-1, et seq.), which, among other requirements, precludes Board Members and The Ranches Academy employees from:

- (a) accepting employment or engaging in any business or professional activity that he/she might reasonably expect would require or induce him/her to improperly disclose controlled information that he/she has gained by reason of his/her official position;
- (b) disclosing or improperly using controlled, private, or protected information acquired by reason of his/her official position or in the course of official duties in order to further substantially his/her personal economic interest or to secure special privileges or exemptions for himself/herself or others;
- (c) using or attempting to use his/her official position to:
 - a. further substantially his/her personal economic interest; or
 - b. secure special privileges or exemptions for himself/herself or others;
- (d) accepting other employment that he/she might expect would impair his/her independence of judgment in the performance of his/her public duties;
- (e) accepting other employment that he/she might expect would interfere with the ethical performance of his/her public duties; or
- (f) except as otherwise allowed in the law, knowingly receiving, accepting, taking, seeking, or soliciting, directly or indirectly for himself/herself or another a gift of substantial value or substantial economic benefit tantamount to a gift:
 - a. 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;

- b. that he/she knows or that a reasonable person in that position should know under the circumstances is primarily for the purpose of rewarding him/her for official action taken; or
- c. if he/she recently has been, is now, or in the near future may be involved in any governmental action directly affecting the donor or lender, unless a 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 Ranches Academy must comply with Utah Educator standards contained at R277-515-3 pertaining to the ethical conduct required of all licensed educators in the state of Utah.

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