

Ohio Ethics Policy, 2.21 Chapter 2: Personnel

Responsible Office: Human Resources
Applies to: Faculty, Staff and Adjuncts
BOT Approved: 02/18/2025

Policy: All employees of Rhodes State College are subject to the Ohio Ethics Law found in Ohio Revised Code Chapter 102, [Section 2921.42](#) and [Section 2921.43](#).

Guidelines:

I. Definitions:

- a. **Employee:** Faculty, adjunct or staff members who are employed by the College.

II. Compliance with Ohio Ethics Law

Under the Ohio Ethics Law employees may not:

- a. Have a prohibited financial or fiduciary interest in a contract involving the College;
- b. Use their authority or influence to obtain or authorize a contract between the College and themselves, a family member, or business associate;
- c. Accept compensation for the performance of their College duties from any person or entity other than the College; or
- d. Accept anything of value that may have a substantial and improper influence upon them with respect to their College duties.
- e. This list is not exhaustive and employees are required to comply with all applicable laws, regulations and policies.

III. Annual Training

All employees must participate in an annual ethics training in accordance with Executive Order 2019-11D

Related Policies or Procedures:

[Nepotism Policy 2.19](#)

External Employment Policy 2.22

Compliance References:

[Ohio Ethics Commission](#)

[Executive Order 2019-11D](#)

[Section 2921.42 - Ohio Revised Code | Ohio Laws](#)

[Section 2921.43 - Ohio Revised Code | Ohio Laws](#)

History:

	Date:	Reason:
Issued:	02/18/2025	New Policy
Revised:	MM/DD/YY	

This policy and / or procedure provides operating principles for Human Resources issues at Rhodes State College. It supersedes any prior policy covering specific subject. This policy and/or procedure may be suspended, modified or cancelled as determined by the College. This policy and/or procedure does not create a contract of employment, nor is it a condition of employment between the College and its employees.