

## 602 - CONFLICT OF INTEREST

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### **Section 602.01 Policy**

An employee of Fort Bend County shall not engage in any employment, relationship or activity which would affect his or her job efficiency or which would reduce his or her ability to make objective work-related decisions and his or her responsibility as a County employee.

### **Section 602.02 Activities Which Constitute Conflict of Interest**

Activities which constitute a conflict of interest under this policy shall include, but not be limited to:

1. Soliciting, accepting or agreeing to accept a financial benefit, gift, or favor, other than from the County, that might reasonably tend to influence the employee's performance of duties for the County, including that which the employee knows or should know is offered with the intent to influence the employee's performance;
2. Accepting employment, compensation, gifts or favors that might reasonably tend to induce the employee to disclose confidential information acquired in the performance of official duties;
3. Accepting outside employment, compensation, gifts or favors that might reasonably tend to impair independence of judgment in performance of duties for the County;
4. Accepting County employment as an independent contractor, soliciting contract work, or work otherwise outside of, or in addition to, the employee's County responsibilities;
5. Making any personal investment that might reasonably be expected to create a substantial conflict between the employee's private interest and duties for the County; or
6. Soliciting, accepting or agreeing to accept a financial benefit from another person in exchange for having performed duties as a County employee in favor of that person.

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Policy Approved and Adopted By:  
Fort Bend County Commissioners Court  
July 20, 1993  
Revised: September 30, 2003