[MF-8] ETHICS POLICY

The members of the Board of Transportation and the officers and staff of the North Carolina Department of Transportation have a duty to the people of North Carolina to uphold the public trust, prevent the occurrence of conflicts of interest, and to endeavor at all times to use their position for the public benefit.

To this end, members of the board, officers, and staff of the Department of Transportation shall ensure that an atmosphere of ethical behavior is promoted and maintained at all times

Some of the more applicable parts of the policy are:

Conflicts of Interest: A conflict of interest is a situation in which an employee's private interest, usually of a financial or economic nature, conflicts or raises a reasonable question of conflict with the employee's public duties and responsibilities.

Any officer or employee of the NCDOT who identifies a conflict of interest shall disclose the same in writing through appropriate management channels to the Secretary of Transportation. When a conflict of interest is identified, the officer or employee of the NCDOT must remove him/herself from participation in that NCDOT matter which is the source of the conflict.

Contracts: No officer or employee of the NCDOT who is authorized to draft, negotiate, administer, accept or approve any contract or subcontract on behalf of the State, or any members of his/her family, shall have, directly or indirectly, any financial interest in such contract or subcontract.

Business Opportunities: No officer or employee of the NCDOT or member of his/her immediate family shall accept any business or professional opportunity when such person knows, or reasonably should know, that the opportunity is being afforded to them with the intent to influence the performance of official duties

For a full text of the policy, go to:

http://www.ncdot.org/doh/construction/ps/altern/value/manuals

G.S. 133-32; 14-234; 126-13; 136-14 (Political Activity of Employees)

MISC19931216.pdf.

http://www.dot.state.nc.us/services/personnel (Human Resources web page)