

FWSC Conflict of Interest Policy

An employee may not: (1) solicit or accept or agree to accept a financial benefit, other than from the Corporation, that might reasonably tend to influence his or her performance of duties for the Corporation or that he or she knows or should know is offered with intent to influence the employee's performance; (2) accept employment or compensation that might reasonably induce him or her to disclose confidential information acquired in the performance of official duties; (3) accept outside employment or compensation that might reasonably tend to impair independence of judgment in performance of duties for the Corporation; (4) make any personal investment that might reasonably be expected to create a substantial conflict between the employee's private interest and duties for the Corporation; or (5) solicit or accept or agree to accept a financial benefit from another person in exchange for having performed duties as a Corporation employee in favor of that person, (6) disagreements among employees must be reconciled in a timely expedient manner to maintain a cordial, efficient, and peaceful work environment. Conversely close personal relationships or nepotism is not accepted at any time due to the conflicts whether overt or covert and whether within ranks of employees or the Board of Directors.