

Brevard Academy - A Challenge Foundation Academy (BA-CFA) has established itself as a reputable Charter School of high ethical standards. This reputation has been earned by the demonstration of the personal integrity of its people and the School's policy that all actions taken on its behalf will be based on sound ethical principles. Since the actions of employees either enhance or detract from this reputation, it is essential that all personnel act appropriately professional when dealing with others.

Employment with BA-CFA imposes a responsibility to act in its best interest. Transactions with individuals or organizations outside of BA-CFA must be conducted within a framework established and controlled by the Board of Directors of the School. As an employee of the School, it is imperative that any dealings with outside firms or individuals will not result in unusual gains or personal gains for the employee, the individual or the said firm. Unusual gain refers to bribes, product bonuses, special fringe benefits, unusual price breaks, and other windfalls designed to ultimately benefit either party, or both. Personal gain may result not only in cases where an employee or relative has a significant ownership in a firm with which BA-CFA does business, but also when an employee or relative receives any kickback, bribe, substantial gift, or special consideration as a result of any transaction or business dealings involving BA-CFA promotional plans that could be interpreted to involve unusual or personal gain require specific approval from the Board of Directors of the School. For the purpose of this policy, a relative is any person who is related by blood or marriage, or whose relationship with the employee is similar to that of persons who are related by blood or marriage.

No "presumption of guilt" is created by the mere existence of a relationship with outside firms. However, if employees have any influence on transactions involving purchases, contracts, or leases, it is imperative that they disclose to an officer of BA-CFA as soon as possible the existence of any actual or potential conflict of interest so that safeguards can be established to protect all parties.