Conflicting Business, Employment, & Contractual Relationships

It’s important for all employees of the USF System to have a baseline understanding of the types of conflicting business, employment, or contractual relationships that are prohibited under the Florida Code of Ethics for Public Officers and Employees (the “FCOE”) and USF System Policy 0-027.

This compliance-in-a-nutshell document will answer many of your questions, and will provide you with guidance that will help you do the right thing; however, this guidance is not intended to substitute for an employee’s consultation of official USF regulation or policy.

WHAT TYPES ARE PROHIBITED?
The FCOE prohibits the following four types of conflicting business, employment, or contractual relationships:

1) Do not rent, lease, or sell any realty, goods, or services to the USF System, while acting in a private capacity, unless an exemption applies*

2) Do not be employed by or have a contractual relationship with a business doing business with USF, unless an exemption applies*

3) Do not purchase, rent, or lease any realty, goods, or services for the USF System from a business entity in which you, your spouse, or your child is an Officer, Partner, Director, or Proprietor; or has a material interest, unless an exemption applies*

4) Do not become or be the employee of a person or business entity contracting with the USF System, if you participate in the procurement contractual services.

*HOW DO I KNOW IF AN EXEMPTION APPLIES?*
Disclose the relationship as a New FCOE Disclosure in eDisclose, select the exemption you believe applies to your situation, and Compliance & Ethics will assist you in sorting it out.

WHERE CAN I GO FOR ADVICE ABOUT MY SPECIFIC SITUATION?
USF System Compliance & Ethics at 813-974-2705 or email them at eDisclose@usf.edu