Ethical Conduct Policy

Special Olympics Kansas will comply with all applicable laws and regulations and expects its involved parties, employees and volunteers, to conduct business within the letter and spirit of relevant laws and refrain from dishonest or unethical conduct.

Involved parties should avoid any situation that involves or may appear to involve a conflict between their personal interests and the interests of SOKS. As in all facets of your duties, employees dealing with customers, suppliers or any person doing or seeking to do business with SOKS are to act in the best interests of SOKS. Involved parties shall make prompt and full disclosure in writing to their supervisor of any potential situation which may involve a conflict of interest. Such conflicts, or the appearance of conflicts, may include, but are not limited to:

- Using your position within SOKS for private gain;
- Giving preferential treatment to any person or entity;
- Owning or having a substantial interest or a business/personal relationship with a supplier or contractor;
- Having a personal interest or financial interest of potential gain in any SOKS transaction; or
- Placing SOKS business with a firm owned or controlled by a SOKS employee or their family.

The decisions and actions of SOKS involved parties must be based on fair, impartial business judgments so as not to adversely affect the confidence of the public in the integrity of SOKS and its programs. In general, the use of good judgment, based on high ethical principles, is the guide with respect to lines of acceptable conduct.