

300 PERSONNEL, continued

320 Gifts, Gratuities and Favors

No employee shall receive, accept, take, seek or solicit, directly or indirectly, anything of substantial economic value as a gift, gratuity or favor from any person\*, if such employee has reason to believe the donor would not give the gift, gratuity or favor but for such employee's position with the ESD.

The following shall be the criteria used for determining whether or not a gift, gratuity or favor is being offered solely because of the employee's position with the ESD:

- 1) Donor has or is seeking to obtain contractual or other business or financial relationship/s with the ESD; or
- 2) Donor conducts operations or activities which are regulated by the ESD; or
- 3) Donor has interests which may be substantially affected by such employee's performance or nonperformance of official duty.

\* (Individual, partnership, association, corporation, firm, institution or other entity, whether or not operated for profit.)