

**FOOD AND NUTRITION
PROCEDURES**
Miami-Dade County Public Schools



Subject: **DISTRICT EMPLOYEE STANDARDS OF CONDUCT**

PURPOSE

The purpose of these guidelines is to provide references to District policies for employee standards of conduct.

GUIDELINES

- A. Per the [School Board of Miami-Dade County Policy 4210 - STANDARDS OF ETHICAL CONDUCT](#),

“All employees are representatives of the District and shall conduct themselves, both in their employment and in the community, in a manner that will reflect credit upon themselves and the school system.”

A support staff member shall:

- 19. Not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance of work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, offensive, or oppressive environment; and, further, shall make reasonable efforts to assure that everyone is protected from such harassment or discrimination.

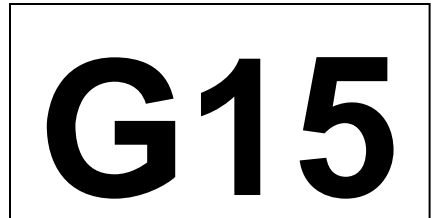
- 25. Report any criminal act, and/or disruptive, and/or inappropriate behavior to the administrator or designee to whom the employee is responsible.

- B. Per the [School Board of Miami-Dade County Policy 1380 - THREATENING BEHAVIOR TOWARD STAFF MEMBERS](#),

Employees have a right to work in a safe environment. Violence or the threat of violence by or against students and employees will not be tolerated.

Threatening behavior consisting of any words or deeds that intimidate a staff member or cause anxiety concerning physical well-being is strictly forbidden. Any student, parent, visitor, staff member, volunteer, or agent of the Board who is found to have threatened a member of the staff will be subject to discipline or reported to the appropriate law enforcement agency.

**FOOD AND NUTRITION
PROCEDURES**
Miami-Dade County Public Schools



Subject: **DISTRICT EMPLOYEE STANDARDS OF CONDUCT**

C. Procurement Food Service Employee Conflict of Interest.

Food service employees are prohibited from the following;

- Soliciting or accepting gifts from vendors of any value.
- Establishing financial relationships with contracted vendors for personal gain.
- Receiving gift cards, vacation trips/cruises, loans, rewards, or promise of future employment.

In accordance with the [School Board of Miami-Dade County Policy 4129 – CONFLICT OF INTEREST](#) and [Policy 3210.01 – CODE OF ETHICS](#).

More information and additional resources may be obtained at the [Employee Assistance Program](#) website.

Employee protections in this procedure do not supersede the terms of any applicable bargaining agreement.

For Action By: Principals, Food Service Managers, Satellite Assistants and All Food Service Employees

Refer Questions to: Department of Food and Nutrition

Created: July 2010

Revised: July 2011, July 2024

Reviewed: July 2024.