



OUC Code of Ethics

- A. Orlando Utilities Commission is committed to honesty, integrity and fairness in conducting business. Employees are required to comply with Orlando Utilities Commission's Code of Ethics Policy to avoid any activities that may create a conflict of interest or jeopardize the highest standards of professional conduct during all phases of the Procurement, Contracting and Sourcing processes.
- B. OUC employees may not solicit gifts, gratuities, services or other items of monetary value from any person or company to whom a procurement or contract may be awarded. Unsolicited gifts may only be accepted in accordance with OUC's Ethics Policy and Procedure. In addition, an OUC employee who is related to a bidder or a proposed provider of goods or services, or is in a position to derive a personal benefit from the transaction, must disclose the relationship. Disclosure shall be made in accordance with OUC's Ethics Policy and on Supply Chain Management's Conflict of Interest Forms. The Commission also is governed by Florida Statutes, Chapter 112, Part III, on ethics of public employees.
- C. OUC employees procuring supplies and services on behalf of OUC will use established proper procurement procedures and engage all such activities as outlined in this policy and the operational procedures.
- D. No OUC employee or Board Member shall contract to supply OUC with services or supplies unless permitted under Florida State Law and the OUC Charter.
- E. Employees and procurement staff involved in the procurement process are required to complete Conflict of Interest Forms and to update the forms with Procurement Management when any changes in relationships occur that may create a conflict with a proposed or existing supplier.
- F. New OUC employees shall not participate in the procurement process with a supplier by whom such employee was employed in the six-month period preceding his or her hire at OUC.
- G. Former OUC employees shall not represent OUC while at the same time representing third parties against OUC, unless (a) full disclosure of such conflicting work is made by such former employee to the OUC staff proposing to utilize such services (b) the former employee, agrees to a nondisclosure agreement relative to any work on which such former employee was involved while at OUC and (c) the General Manager determines the third party work does not create a disadvantage to OUC's operations.