

Washington Horse Racing Commission

3.00.060 ETHICAL CONDUCT

All employees are expected to comply with the requirements of the laws and regulations governing the Horse Racing Commission, including RCW 67.16.140 and 150, WAC 260-14-101 through 070, and the Ethics in Public Service Act (Chapter 42.52 RCW). The Washington Horse Racing Commission is considered a section (4) agency as outlined in WAC 42.52.150.

Abuse of Position

Employees may not use their official position or official identification cards for:

- Personal or financial gain.
- Obtaining privileges for themselves or others not otherwise available to them.
- Avoiding consequences of illegal acts.

Employees may not authorize the use of their names, photographs, or official titles, which identify them as employees in connection with testimonials, or advertisements of any commodity or commercial enterprise without the approval of the Executive Secretary.

Gratuities, Gifts, and Rewards

Employees may not, either directly or indirectly, solicit or accept any gratuity or any other item of value where there is any connection, however remote, between such offer or solicitation and the employee's position with the agency. This prohibition includes:

- Merchandise, meals, beverages, or any other item of value from any regulated entity, licensee, or vendor or that might tend to influence their or any other employee's actions in any matter of official business, or which may cast an adverse reflection on the agency or any of its employees.
- Any discounted services or merchandise whatsoever as a result of their employment with the agency, unless such discount is routinely offered to various groups or individuals and not limited to Washington Horse Racing employees.
- Gifts or gratuities from other employees if such items would adversely affect the actions of the employee in connection with agency operations.
- Becoming financially or otherwise indebted to any licensee or other person, business, or organization to the extent that work performance is affected.
- Free admission to places of amusement for themselves or others, unless such discount is routinely offered to various groups or individuals and not limited to Washington Horse Racing employees.

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Endorsements and Referrals

Employees may not recommend or suggest in any manner, except in the transaction of personal business, the employment or procurement of a particular product, professional service, or commercial service.

Conducting Private Business While on Duty

It is the obligation of employees to devote their on-duty time to official matters only. Therefore, private business may not be engaged in while working.

Employee Responsibility

Compliance with the Ethics in Public Service Act is the individual responsibility of each employee. Employees are reminded that if at any time agency administrative rules or policies are in conflict with the Ethics in Public Service Act, the Ethics in Public Service Act takes precedent.

Employment

Employees are prohibited from working or volunteering for a person or business in the horse racing industry during the live racing season to include the Class A or B pre-season training period and the Class C seasons. All employees are also prohibited from serving as an employee of any track at which that individual will also serve as an employee of the Commission. Employees are further prohibited from having financial interest whatsoever, other than an ownership interest in a community venture, in any track at which he or she serves as an employee of the Commission.

Seasonal employees who receive the employer contribution toward PEEB insurance benefits, provided in WAC 182-12-131 during their period of layoff and who are considering working or volunteering for a person or business in the horse racing industry must first submit an off-season employment request to the Executive Secretary. Each request will be considered on a case-by-case basis. Failure to submit a request prior to working or volunteering may be grounds for discipline, up to and including termination.

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