

**Off Duty Conduct and Employment** *(Add to Personnel Policies and Procedure Manual)*

Generally, the Red Lake Nation College regards the off duty activities of employees to be their own personal matter than that of the College. However, certain types of off duty activities by employees represent the potential of material concern to the College and for that reason the following is established with the intent to specify conditions and guide employees:

Employees who engage in or are associated with illegal behavior, hostile conduct, or conduct contrary to the best interests of Red Lake Nation College or their own ability or credibility to carry out their employment responsibilities, may be subject to disciplinary action including termination. This includes behavior that is in person, electronic, or via social media.