

## **EMPLOYEE DISCOUNT PROGRAM GENERAL STATEMENT**

Any arrangements, or services and products purchased with this discount program are the sole responsibility of the individual employee. The ConVal School District assumes no obligation for these arrangements, and does not endorse any of the organizations or their services, products or programs. All arrangements are strictly between the employee, as a consumer, and the service provider.

All District employees are encouraged to shop and compare prices and services before purchasing, signing any contract, or making any arrangements. The ConVal School District assumes no responsibility for any arrangements, contracts, purchases, or disputes between individual employees and any discount provider. The ConVal School District does not negotiate, guarantee, or endorse discount providers or discount prices, and it is highly suggested each employee research and compare prices, levels of service, and any licensing or certification requirements, as should be done before agreeing to any arrangement, contract, or purchase.

All District employees are eligible for these discounts (the business offering the discount has the authority to decide if any exclusions apply). Most employees taking advantage of discounts offered by private businesses do not violate any rule, procedure, or code of ethics.

As discounts are a benefit offered to District employees, and it is appropriate for employees to view information offered on District equipment during their **FREE** time, however, once an employee decides to contact a business or make a purchase over the phone, in person, or online, that becomes an activity that **MUST** be done on the employee's **OWN TIME** and may not be done using District equipment or during work time.

Specific eligibility requirements may be set by the discount provider and generally include all District employees. Employees must consult any LOCAL discount provider for any proof of employment requirements, typically a pay stub or District ID, if required. Employees must contact the discount provider for any specific questions or concerns and for all customer service functions.

A business may not disclaim knowledge of, or responsibility for, the authenticity or legality of the products or services offered. No discount offer shall be allowed to compete or conflict with any current District program. (The Employee Discount Program will make every effort to not use any vendors on the ConVal Boosters Discount Card.)

Discounted products or services offered must be of an appropriate nature and not referenced anywhere within the Statement as restricted or prohibited. All products or services must not be of an offensive nature or promote hatred, violence, or intolerance, and not be political, religious, pornographic or sexual in nature.

No discount offer shall be viewed or used as a District contract. It is the policy of the ConVal School District to not accept gifts of any value, at any time, from any business. Businesses are asked to refrain from sending or offering any gifts as they will not be accepted by the ConVal School District Employee Discount Program.

The District web site will be a central point for collecting and presenting all discount offers to District employees. This in no way constitutes an endorsement for any business. At any time, and for any reason, the ConVal School District reserves the right to remove or modify any content on its Web site.

The ConVal School District reserves the right to revoke, deny, or disapprove any existing business, based on the Employee Discount Program Statement or for any other business reason. All businesses participating in the discount program agree to comply with all conditions set forth in this Statement and any subsequent revisions.

## **PROHIBITED AND RESTRICTED PRODUCTS AND SERVICES**

### **Alcohol, Tobacco, and Tobacco Like Products**

All alcoholic beverages, tobacco and tobacco like products are PROHIBITED. Due to the many difficulties inherent in Internet alcohol and tobacco sales or discount offerings, the ConVal School District Web site will NOT permit the listings of wine, beer, or other alcoholic beverages, and tobacco products. Services or training related to alcohol and tobacco are also PROHIBITED. *Note: Businesses representing food establishments or general merchandising (e.g., restaurants or retail sales) shall exclude alcohol and tobacco products from their discounts.*

### **Counterfeit or Unauthorized Items**

Items such as counterfeits, unauthorized replicas, or otherwise unauthorized items (counterfeit watches, handbags, or other accessories) are PROHIBITED. Unauthorized (such as pirated, duplicated, backup, bootleg, and so forth) software programs, video games, music albums, movies, television programs, or photographs are PROHIBITED.

### **Drugs and Drug Paraphernalia**

Narcotics, steroids, or other controlled substances (including any substance in Schedules I, II, III, IV or V of the Uniform Controlled Substances Act, 21 U.S.C. 801 et seq.) shall NOT be listed within the ConVal School District Web site. Drug paraphernalia, as defined in 21 U.S.C. 863, are PROHIBITED. Such paraphernalia includes all items that are primarily intended or designed for use in manufacturing, concealing, or using a controlled substance.

### **Firearms (including Replicas and Militia) and Ammunition**

Firearms and firearms dealers are PROHIBITED within the ConVal School District Web site. Firearms include all "pre-ban," sporting, collectible, curio and relic (C&R), and antique firearms, regardless of their capability to fire a shot. Any item that is designed to propel a metal (or similar) projectile is covered by this restriction, regardless of that item's present ability to fire. Services or training related to firearms are also PROHIBITED. All firearms-related items and components (BB guns, air guns, any kit designed to create a firearm, silencers, or converters), ammunition magazines, including high capacity magazines (magazines that can hold more than 10 rounds) and ammunition with propellant (such as gunpowder) are PROHIBITED on the ConVal School District Web site. Generally, all ordnance (military weaponry, ammunition, and related parts) is NOT permitted, even if the item is "unserviceable" or has been "demilitarized" or "demilled". Look-alike firearms and weapons are also PROHIBITED.

### **Hazardous Items**

Hazardous or dangerous goods items that may pose a danger to health, safety, or property while being transported, such as explosives, fireworks, radioactive materials, flammable gases and solids, and toxic substances, are PROHIBITED.

### **Gambling**

The ConVal School District does NOT permit the sale of lottery tickets, slot machines, or other gambling related products or services.

### **Offensive and Pornographic Materials**

Businesses, products, or services that promote or glorify hatred, violence, intolerance, or items that promote organizations with such views are PROHIBITED. Pornographic material and products, items, or services of a sexual nature are PROHIBITED.

### **Law Enforcement Related Items**

Law enforcement badges or official law enforcement equipment from any public entity (local, state, federal, and foreign governments) are PROHIBITED. Further, federal agencies also prohibit any commercial reproduction of their name, seal or logo.

### **Postage Meters**

The ConVal School District does NOT permit the listing of postage meters on its site because the sale by unauthorized dealers violates United States Postal Service Regulations.

### **Prescription Drugs and Services**

The ConVal School District does NOT permit the listing of any controlled drug or item that requires a prescription from a licensed health care provider to dispense. Such products and services are covered by the District's group health benefit plans. (Also see "Treatment of Medical Conditions".)

### **Treatment of Medical Conditions**

The ConVal School District provides group health benefit plans covering the treatment of diagnosed medical conditions. Since ConVal Employee Benefits is a current program and because human life is involved, the Employee Discount Program will NOT list services for the direct treatment of medical conditions. (Also see "Prescription Drugs and Services".)

### **Satellite and Cable TV Descramblers**

The sale of items that can be used to descramble or facilitate the access to cable or satellite television programming without authorization or payment is PROHIBITED.

### **Stolen Property**

The sale of stolen property is strictly FORBIDDEN and violates state, federal, and international law. The ConVal School District strongly supports law enforcement efforts to recover stolen property that may be listed on its Web site, and urges the prosecution of those responsible for knowingly attempting to sell such items.

### **Weapons and Knives**

Weapons, knives and any other item where the sole purpose is to harm or take a life are prohibited. Services or training related to such items are also PROHIBITED.

#### **- Hunting Firearms and Weapons**

The ConVal School District PROHIBITS businesses from listing sport & hunting firearms as well as ammunition. Bows, crossbows, arrows, and other similar and related hunting weapons are prohibited. (See above Statement on "Firearms".)

#### **- Hand Weapons**

Any hand weapons, such as metal knuckles and throwing stars are PROHIBITED.

#### **- Knives**

Knives and related products are generally NOT permitted.

**- Switchblade Knives**

A switchblade knife is defined as any knife that resembles a pocketknife with a blade that can be released automatically or by use of a trigger. These knives are PROHIBITED.

**- Disguised Knives**

Knives disguised to look like a harmless item are PROHIBITED. These items include but are not limited to belt buckle knives, lipstick case knives, air gauge knives, and writing pen knives.

This Statement and list of prohibited or restricted items may not be all encompassing and the ConVal School District reserves the right to refuse, revoke, or not approve any business's discount offer based in part or in whole on this Statement.

**DISCLAIMER:** This website contains links to other websites as a convenience for ConVal School District employees. ConVal School District does not control, monitor or guarantee the information contained in these sites or information contained in links to other external web sites, and does not endorse any views expressed or products or services offered therein. In no event shall the ConVal School District be responsible or liable, directly or indirectly, for any damage or loss caused or alleged to be caused by or in connection with the use of or reliance on any such content, products, or services available on or through any such site or resource. All links to external Web sites and/or non-CVSD information provided on District pages or returned from District Web search engines are provided as a courtesy. They should not be construed as an endorsement by the ConVal School District of the content, views, products or services offered by the linked materials.

The ConVal School District offers these programs solely to enhance the work life of its staff. The District has no responsibility for, and makes no representations or warranties with respect to, a) the vendors who offer products or services via these programs; b) information provided by vendors in any form, whether printed or electronic; c) the quality of products or services that vendors offer or sell to recipients through these programs or d) the ability of vendors to meet their promises or obligations in connection with the sale of a product or service, including all express, statutory, and implied warranties of merchantability, fitness for a particular purpose, title, and non-infringement. The District reserves completely the right to alter the type and nature of the programs it offers through Employee Discount Program, including terminating some or all programs offered.

\*\*\* Many/most of these services require proof of a valid ConVal identification. These discounts may be discontinued at any time by the providers/vendors without notice. If you should become aware of this happening, or if you know of other retail businesses, recreational areas and/or other services that will provide discounts with proof of a valid ConVal identification, please contact Human Resources at [denise@conval.edu](mailto:denise@conval.edu)