



## Board Policy No. **294238** Attorneys – Outside Employment

**ADOPTED:** 2/24/1988

**RECENT AMENDMENT:** [7/13/2016](#)  
10/14/2020

**SEE ALSO:** N/A

**SUBJECT CATEGORY:** SECTION 200, HUMAN RESOURCES

**SUBSECTION:** [UNREPRESENTED EMPLOYEES](#) HUMAN  
RESOURCES

**CONTROL DEPARTMENT(S):** GENERAL COUNSEL

### I. PURPOSE

The purpose of this policy is to regulate the outside private practice of law of all attorneys employed by the District.

### II. PERSONS AFFECTED

Attorneys in the District's General Counsel's Office and ~~unrepresented~~ employees who are also licensed attorneys. [District collective bargaining agreements will take precedence over this Board Policy.](#)

### III. DEFINITIONS

Practice of Law: Performing services in court cases/litigation; providing legal advice and counsel and preparing legal instruments and contracts that secure legal rights – even if the matters do not have anything to do with lawsuits or the courts.

### IV. POLICY

No attorney in the District's General Counsel's office shall engage in the private practice of law.

No employee, who is also a licensed attorney, shall engage in the private practice of law without permission of the General Manager and concurrence of the General Counsel.

[No employee, who is also a licensed attorney, will practice law in a manner adverse to the District.](#)

This policy does not preclude any attorney from performing legal work for him or herself or for an immediate family member provided that the attorney obtains permission from the General Manager with the concurrence of the General Counsel in advance of beginning said work. [Any personal legal work performed shall not interfere with work duties.](#)