

Element 1 – Conflict of Interest Resolution

If a situation arises that could be construed as a conflict of interest between any of South Dakota's EO officers, e.g. investigating complaints of discrimination filed against the agency/program represented by an EO officer, the following procedure will take place:

- The complaint will be referred to an appropriate EO officer within the state to conduct the investigation where the conflict does not exist;
- Every attempt will be made to satisfactorily remedy the issue at hand at an internal level between the agency and the complainant;
- If the complaint is deemed to be a conflict of interest with more than one EO officer and/or the complaint cannot be settled at an internal level, the complaint will be elevated to the legal department of the South Dakota Department of Labor and Regulation (SDDLRL).
- If the complaint is elevated to the legal department of DLR, EO officers will assist the legal department by answering questions, providing additional information, and monitoring the progress and outcome of the complaint. The EO will not make the final determination of the complaint.
- All State of South Dakota procedural policies will be followed.