

Mount Saint Vincent University
MPA, NSGEU, IUOE, Senior Administration
Conflict of Interest Policy

Policy Statement

The University expects its employees to conduct themselves in an ethical and professional manner. Mount Saint Vincent University further expects that, in the context of their positions, employees will make decisions in the best interests of the University. Employees are expected to assure the prudent management of the University's resources.

Employees of the University are likely to have many affiliations in their communities, both on a professional, business, and a personal basis, so it is not unusual for actual or potential conflicts of interest to arise. Any financial, personal or other transaction which would cause, or be perceived to cause, a conflict with the interests and purpose of Mount Saint Vincent University, or which would impair, or appear to impair, an employee's integrity or objectivity in relation to her position, must be avoided.

The following may be considered examples of conflict of interest:

- I. When the personal or professional concerns of an employee affect his/her ability to put the welfare of the University before personal benefit.
- II. When an employee accept gifts, gratuities, or favours from a firm or corporation engaged in or wishing to engage in transactions with the University, except in the case of customary gifts of a purely nominal value.
- III. When an employee or a member of his/her family (parents, spouse and children) has a direct or indirect financial interest in any matter under consideration by the University or in any contract to be entered into by the University.

Process

The following shall apply when considering situations of real or apparent conflicts of interest:

- I. An employee, or a member of his/her family, who has any interest, directly or indirectly, in any contract, transaction, proposed contract or proposed transaction under consideration by the University and is part of the decision making process involved, must declare the nature and extent of the interest as soon as possible and no later than any meeting or at any point in the decision-making process in which the member participates and during which the matter is to be considered.
- II. An employee must voluntarily withdraw from the meeting at which the matter is to be considered.
- III. An employee is to refrain from participating in or influencing the decision, unless specifically requested to do so.
- IV. Employees are *not* permitted to discuss or vote on any matters relating to terms of employment, benefits, rights, or privileges available to employees.

An employee found in violation of this policy may be subject to disciplinary action.

Approved by the Board of Governors: June 23, 2011
Reviewed by HRGC January 29, 2014 – No changes
Reviewed by HRGC March 4, 2016
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