

## **CONFLICT OF INTEREST AND CONFIDENTIALITY**

**University Policy No.:** GV0210 (1310)  
**Classification:** Governance  
**Approving Authority:** Board of Governors  
**Effective Date:** June/08  
**Supersedes:** December/00  
**Last Editorial Change:** December 2020  
**Mandated Review:** June 2015

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**Note: This policy no longer applies to employees of the University whose terms and conditions of employment are governed by the Framework Agreement <http://web.uvic.ca/vpac/framework/framework.htm>, effective January 1, 2001.**

### **PURPOSE**

- 1.00 Conflicts of interest may arise when activities or situations place a person in a real, perceived or potential conflict between their duties or responsibilities related to research, teaching, administrative decisions or other activities in which they participate in the University and their private interests. The purpose of this Policy is to promote transparency, reduce the incidence and impact of conflicts of interest and provide for visibility and consistent application of measures to prevent and deal with conflicts of interest. The Policy also states obligations regarding confidential information.

### **DEFINITIONS**

- 2.00

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acquired in the course of University activities only for the purpose for which it was disclosed.

SCOPE OF CONFLICT OF INTEREST

9.00 Conflicts of interest are real, perceived or potential situations in which an impartial observer might reasonably question whether actions or decisions taken by the University member in University activities are influenced by considerations

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conflict of interest prevents the University member from carrying out the activity giving rise to the conflict or whether it can be carried out with appropriate safeguards.

14.00 In determining the appropriate measures to deal with a conflict of interest, the Initial Reviewer shall consider any relevant factors, including, but not limited to:

- a) Any possible harm to the University or its employees, officers or others acting on its behalf if the conflict is allowed;
- b) Any possible harm to the interests of students, clients of University services or others served by the University, if the conflict is allowed;
- c) Whether reasonable alternative arrangements are possible which do not create a conflict of interest or whether conditions may be imposed that would eliminate the conflict of interest;
- d) The consequences to the University, its reputation and future activities if the conflict of interest is or is not allowed;
- e) The educational, research, or other activities of the University member that may be affected by the conflict of interest.

WHERE A CONFLICT OF INTEREST EXISTS

18.00 When a University member has been informed

**RELATED POLICIES AND DOCUMENTS**

Policy AC1200 (1320): Guidelines on Conflict of Interest in Student-Faculty Relationships

Policy HR6200 (1330): Conflict of Interest in Employment Practices