

## Conflicts of Interest: Examples

Conflicts of interest are not always obvious. A conflict of interest is any situation that might cause an impartial observer to reasonably question whether your actions are influenced by considerations of private interest. "Private interest" can include financial interests, interests related to your personal relationships, or interests related to your other outside activities. The following are some questions that may be helpful to you in deciding whether you have a conflict of interest or a potential conflict of interest:

<p>Am I involved in any processes at UVic by which my position or the position of someone with whom I have a close relationship might be affected?</p>	<p>Examples of this would include a relative applying for a job when you are involved in the hiring process; having a close family member register in a course you are supposed to teach.</p>
<p>Am I involved in any external organizations whose interests might conflict with those of UVic?</p>	<p>Examples of this would include an organization offering a competitive program to UVic or a charity that is directly competing for funding with UVic.</p>
<p>Do I or someone with whom I have a close relationship stand to gain or lose financially by the actions of UVic that I can or might appear to be able to influence?</p>	<p>Examples of this would include interests of you or family members in partnerships or corporations that may provide property or services to UVic or to an entity UVic controls or paid for out of a research grant that you control; owning property</p>

	are simply advancing the interests of your unit.
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Do I have any personal or