

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 or being aware of a person with whom you have a close relationship owning property that UVic might purchase.</p>
<p>Apart from my salary, do I stand to gain financially from my work at UVic?</p>	<p>Examples of where this might cause a conflict would be if you wanted to use the results of work done by your graduate students in a business that you owned or if you require students to buy a book which pays you a royalty.</p> <p>It is not a conflict of interest to participate in salary negotiations or in situations in which you</p>

	are simply advancing the interests of your unit.
Do I have any personal or financial interests that might be advanced by a particular result from my research?	<p>Examples of this would include sponsorship of your research by a party who might benefit by or who contract with external organizations that might have an interest in a particular result being achieved.</p> <p>A very common conflict of interest problem arises when you want to use grant funds to employ an immediate family member or you intend to purchase equipment for your research from a company in which you or an immediate family member has an interest. This is a conflict and must be disclosed, either on this form or, if you have already filed this form, later when the situation arises.</p>

If you are not sure whether your situation creates a conflict or potential conflict of interest, you should discuss the matter with your chair or director (or dean, in the case of non-departmentalized faculties) who will have access to resources to assist in making the determination. There may be penalties for failing to disclose a conflict or potential conflict when you ought to have realized one existed.

If you are in a situation of a conflict of interest, the person to whom you report it will review it with you and provide guidance as to what must be done to manage the conflict. You may be required to withdraw from some activities or to carry them on only under certain conditions.