ARTICLE 21 CONFLICT OF INTEREST

A. Members are expected to avoid actual or potential conflicts of interest as defined in this Article.

B. An actual or potential conflict of interest arises when a member is placed in a situation in which their personal or financial interests, or the interests of an immediate family member or of a person with whom there exists, or has recently existed, an intimate relationship, conflict with their responsibilities to the University as provided in this Agreement.

C. Process

1. The conflict or potential conflict must be formally disclosed in writing to the member's Dean, or to the Dean of Libraries, or to the Director, Student Integrated Health and Wellbeing, as appropriate, as soon as possible after the member becomes aware of it and before any decision or action is taken.

2. The existence of a conflict or potential conflict does not necessarily preclude the member's involvement in the situation where the conflict has arisen or may arise. There may be situations where a conflict once declared can be managed so as to enhance rather than undermine the member's contribution to the University.

3. Following consultation with the member and other appropriate persons, the Dean or Dean of Libraries or the Director, Student Integrated Health and Wellbeing will notify the member whether an actual or potential conflict exists and, if so, decide how it is to be resolved. The Dean or Dean of Libraries or the Director, Student Integrated Health and Wellbeing shall state in writing the appropriate manner in which to deal with the actual or potential conflict.

D. No member shall knowingly participate in any decision-making process that directly and preferentially benefits the member or any individual with whom the member has an immediate family, intimate, financial or commercial relationship.