

# COMPLIANCE CHATTER



Compliance Updates & Resources for UConn & UConn Health

## Conflicts of Interest: Actual, Potential or Perceived



I would like to hire my sister in my office. I could supervise her and decide her salary.



My brother is a supplier for the equipment my department needs. I can contract with him directly.

When presented with scenarios like those illustrated above, it is important to know what types of questions to ask and where to seek further guidance to avoid having them grow into potentially serious issues. Below are a few important reminders to help you identify and avoid conflicts of interest.

### SPOTTING CONFLICTS OF INTEREST



A conflict of interest includes ***situations in which financial or personal benefits compromise or have the appearance of compromising professional judgment.***

Such conflicts exists when a state employee, in the discharge of their official duties, is required to take an action that would affect a financial interest of the employee, the employee's family member, or a business with which they are associated with.

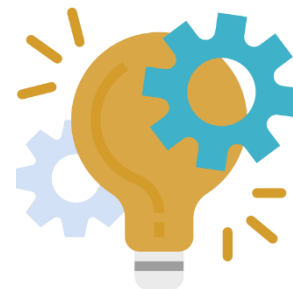
Conflicts may arise in various ways, including: gifts, appearance fees, financial benefit, contracts with the state, and outside employment.

If presented with a conflict of interest, the State Code of Ethics for Public Officials requires employees to prepare a written statement describing the matter and the nature of the conflict, and provide a copy to their immediate supervisor.

Please use the Conflict of Interest (COI) Disclosure form linked here to meet the above statutory requirement and comply with University policy.

Supervisors receiving a disclosure of a conflict of interest are required to assess the matter to ensure a plan that addresses the conflict and is in the best interest of the institution is implemented.

## MANAGING CONFLICTS OF INTEREST



---

## HELPFUL RESOURCES

**The University's  
Conflict of Interest  
Disclosure Form**



**The Policy on Employment and  
Contracting for Service of  
Relatives**



**The Office of Conflict of  
Interest Administration  
Website**



### Disclaimer

Please be aware, this resource is made available to provide you with a general understanding of the Conflicts of Interest Disclosure form and the Policy on Employment and Contracting for Services of Relatives. Additional conflict of interest policies and requirements exist, such as conflicts related to research and clinical areas.

[About Us](#) | [Join Our Listserv](#) | [Contact Us](#) | [View Other Editions](#)

28 Professional Park Rd. (Unit 5084)  
Storrs, CT 06268

263 Farmington Ave. (MC 8214 - ASB - First Floor)  
Farmington, CT 06030-8214