

# These are conflicts of interest.



You have an outside job, have a consulting gig, or serve as a director for another organization.



A family member or close friend works for one of our suppliers, customers, or competitors.



You own or invest in one of our suppliers, customers, or competitors.



You get gifts, tickets, or other special benefits from one of our suppliers.

## But having one is not necessarily a problem.



A conflict of interest just means that you have a relationship where your personal interests could be different than the university's interests. It doesn't mean that you've done anything wrong.

In fact, conflicts are usually a result of good things—like having strong relationships in our industry through friendships and investments.

But they could also be used by someone else to question whether those relationships would influence decisions you make on the job. That's why we need to be aware of them so we can take any steps we need to manage them.

## If it's disclosed, it can be managed.

If the university knows about your conflict, we can take steps to make sure that both you and the university are protected. For example, we may need to exclude you from a procurement if you have a financial interest in one of the companies involved. In other cases, we may just need to document the conflict and that's it. **The key is disclosure—and here's how to do it.**



Talk to your manager



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