



NICFA CONFLICT OF INTEREST POLICY

Policy Statement

North Island College Faculty Association Executive members must not participate in decision-making where a conflict of interest exists.

Definition

A conflict of interest arises when a member's individual interests compete with the interests of the Association. It can occur when a person has a personal interest in the outcome of a decision, leading to the potential to undermine their judgment or impartiality.

In general, it is *not* considered a conflict of interest for a member to vote on matters that have an effect on a broad group that includes the member. It is also not a conflict to vote in a NICFA election.

Responsibilities & Procedures

NICFA members must declare any conflicts of interest, real or perceived, prior to discussion of an issue. Members who are in a conflict of interest must remove themselves from discussions and shall not vote on the matter.

Any NICFA member may express a concern about conflict of interest with a member of the Executive. The Executive will determine by a two-thirds majority vote whether a conflict of interest exists. Members found to be in a conflict will not be permitted to discuss or vote on the matter.

If a conflict is discovered after a decision has been made already, the Executive will decide whether the member's involvement influenced the decision. If it is decided that the conflict did influence the decision, the Executive will reconsider the decision and confirm, rescind, or vary it.

Executive members determined to have willfully engaged in decision-making while in conflict may be subject to discipline or correction.

First Approved: May 2024	Last Revised	Subject To Review: 2028
--------------------------	--------------	-------------------------