



2.0	President and Vice-Chancellor	4 March 2021	15 March 2021	March 2024
Policy Statement				
Purpose	<p>This Policy sets out the obligations of UNSW staff to disclose and manage conflicts of interests.</p> <p>The Policy operates in conjunction with the Conflict of Interest Disclosure and Management Procedure.</p>			
Scope	<p>This Policy applies to all staff in respect of all their UNSW work, duties and functions, including when using UNSW resources, when participating in UNSW-related activities such as work-related events or travel, conferences or sabbaticals, and in any other circumstances in which a staff member is acting for, or representing, UNSW.</p>			
Policy Provisions				

1. Introduction & objectives of this policy

The University is committed to creating and maintaining an environment and culture which reflects its values of integrity, transparency and ethical decision making. Effective conflict of interest management ensures public trust and confidence in an organisation.

The UNSW [Code of Conduct](#) places an overarching obligation on all staff to act in the best interests of the University at all times. Staff have obligations with respect to their personal and professional conduct, including an obligation to act appropriately when a conflict arises, or may be seen to arise, between their private interests and their duty to UNSW.

This Policy outlines the principles for managing conflicts of interest so that staff understand and fulfil their obligations where there is a conflict between their private interests and their obligations to UNSW. Failure to comply with this policy may result in disciplinary measures, termination of employment or contracts, or referral to external agencies for investigation.

UNSW acknowledges that not all private interests will impact on UNSW. However, from time to time those interests (or duties owed to another person) can give rise to a conflict with the obligations owed by staff to UNSW.

This Policy:

- defines a conflict of interest
- sets out issues that may give rise to a conflict of interest
- sets out the University's requirements on disclosing and managing conflicts of interest

The UNSW *Conflicts of Interest Disclosure and Management Procedure* sets out the steps for declaring certain private interests and identifying, disclosing and managing a conflict of interest.

2. What is a conflict of interest?

A conflict of interest involves a conflict between the private interests of a staff member (or their duties to another person) and their functions, duties and responsibilities as a staff member of UNSW.¹ The existence of a such a conflict may improperly influence decisions or actions of a UNSW staff member.

¹ [Managing Conflict of Interest in the Public Service: OECD Guidelines and Overview](#), 2003, p. 24

