

POLICY:

In some situations, the personal and/or business activities and interests of an employee may be perceived to be in conflict with those of the Huron Perth Healthcare Alliance (HPHA). It is the employee's responsibility to identify and to report any possible or actual conflict of interest, regardless of whether or not the employee derives benefit, to their immediate supervisor /Leader for evaluation.

EXAMPLES OF POTENTIAL CONFLICT:

Acceptance of Favours: An employee shall not demand, accept, agree to accept or offer, directly or indirectly, gifts, discounts, loans, services, or benefits from a person or corporation having dealings with the HPHA.

Financial Interests: If an employee directly or indirectly owns, is beneficially entitled to or has an interest in any land, building, leases, mortgage, goods, services, or contract which is offered for option, sale, lease, or assignment to HPHA and/or persons receiving direct service from HPHA, the employee shall disclose the situation to the Vice-President, Performance & Fiscal Health.

Outside Activities: Whenever an employee considers that he/she could be in a position of conflict with the interest of HPHA, he/she shall disclose the situation to their immediate supervisor.

Public Appearances: An employee shall not accept any fee for taking part in a public speaking engagement or a public radio/television performance to which he/she was invited as a direct result of:

- His/her position as an employee.
- His/her field of knowledge derived from his/her employment with HPHA