

3. CONFLICT OF INTEREST

POLICY

All people will at some time have personal interest which may conflict with their involvement with ICOSA.

All persons, employed, volunteer, contracted or sponsoring ICOSA must acknowledge where there is a reasonable expectation of direct or indirect conflict of interest.

All members with any potential conflict of interest must manage that conflict of interest in a manner which is not in any way at the cost or detriment to ICOSA.

DEFINITION

A conflict of interest is where an individual or organisation that has a particular personal, professional or financial interest which may conflict with the interest of ICOSA.

PROCEDURE

Conflicts of Interest must be managed in accordance with the "Managing Conflicts of Interest" procedure.

Conflicts of interest do not preclude people from being involved with ICOSA, but must agree to the management of that conflict which may include being omitted from particular activities.

CONSEQUENCE

Members or organisations found to fail in declaring or managing their conflicts of interest will be in breach of this policy.

Any member or organisation found to be in breach will be managed in accordance to the appropriate disciplinary procedures or dispute resolution process.

Breaches may result in dismissal, removal from position or exited from the relationship with ICOSA.

SITUATIONS

When a person's own interest, whether personal, professional or financial gets in the way of the interest of ICOSA.

When the person's own interest is detrimental to the public reputation of ICOSA.

Where the overarching interest is not the same as the objectives of ICOSA.

Personal financial benefit is sought from the interactions with ICOSA.