

## **Conflict of Interest** <sup>[1]</sup>

CU employees are part of a community that believes in conducting business transparently and fairly.

### **Identifying conflicts of interest**

In general, conflicts of interest fall into these three categories:

1. **University Intellectual Property:** While CU can license and be paid for its intellectual property, conflicts may arise when the organizations that license that property have competing interests or relationships.
2. **Purchasing:** Purchasing conflicts arise when a CU or campus official has a financial, business or personal interest in a vendor who has partnered or will partner with the university.
3. **Individual Conflicts of Interest:** CU officials and employees must disclose any major relationships they have with external parties that could violate CU policies to prevent any real or perceived conflicts of interest.

[See CU's full Conflicts of Interest and Commitment Policy](#) <sup>[2]</sup>

### **Reporting Conflicts of Interest**

So what can you do to help CU maintain workplace integrity? We've teamed with EthicsPoint to provide a centralized space for you to safely report any unfair or unethical workplace practices.

#### **How to use EthicsPoint**

Use this site to report potential, non-urgent conflicts of interest. If the issue in question poses an immediate threat to life or property, contact local law enforcement and do not use this site.

[Visit CU's EthicsPoint portal](#) <sup>[3]</sup>

### **Nepotism**

The university's nepotism policy [4] ensures no person unfairly benefits from CU employment actions, including hiring, termination, promotion, demotion, tenure decisions and salary setting. The policy specifically enforces rules and procedures managers must follow when a university unit employs one or more relatives.

## **Amorous relationships**

CU considers amorous relationships between an employee in a supervisory role and any employee managed or evaluated by that person to be a conflict of interest. As a result, it has created a policy to outline how to remove conflicts arising from romantic relationships [5].

## **Fiscal Ethics**

Employees whose jobs require that they make financial transactions on behalf of or as part of their work for the university must abide by CU's Fiscal Code of Ethics. [6] This policy enforces practices around preparing, handling and issuing confidential financial information, and maintaining complete and accurate financial records.

See a full list of university policies and procedures related to conflicts of interest [7].

### **Groups audience:**

Employee Services

### **Right Sidebar:**

ES: HR - Contact

ES:HR - Campus HR Contact Information

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**Source URL:**<https://www.cu.edu/employee-services/collaborative-hr-services/cu-system/policies/conflict-interest>

### **Links**

[1] <https://www.cu.edu/employee-services/collaborative-hr-services/cu-system/policies/conflict-interest>

[2] <https://www.cu.edu/ope/aps/5012> [3] <https://www.cu.edu/ethicsline> [4]

<https://www.cu.edu/ope/aps/5003> [5] <https://www.cu.edu/ope/aps/5015> [6]

<https://www.cu.edu/ope/aps/4016> [7] <https://www.cu.edu/ope>