

Conflict of Interest ^[1]

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

The information on this page applies to CU System employees only.

Please consult the appropriate website for your campus:

- [CU Boulder](#) ^[2]
- [CU Denver/Anschutz](#) ^[3]
- [?UCCS](#) ^[4]

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](#) ^[5]

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](#) [6]

Nepotism

The [university's Nepotism policy](#) [7] 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 he/she manages or evaluates to be a conflict of interest. As a result, it has created a [policy to outline how to remove conflicts arising from romantic relationships](#) [8].

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](#). [9] 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](#). [10]

Groups audience:

Employee Services

Source URL: <https://www.cu.edu/employee-services/collaborative-hr-services/cu-system-administration/employee-resources/conflict>

Links

- [1] <https://www.cu.edu/employee-services/collaborative-hr-services/cu-system-administration/employee-resources/conflict>
- [2] <https://www.colorado.edu/researchinnovation/coi>
- [3] <http://www.ucdenver.edu/about/departments/HR/Pages/default.aspx>
- [4] <https://www.uccs.edu/hr/>
- [5] <https://www.cu.edu/ope/efficiency-and-effectiveness/presidents-task-force-efficiency/aps-5012-conflicts-interest-and>
- [6] <https://secure.ethicspoint.com/domain/media/en/gui/14973/index.html>
- [7] <https://www.cu.edu/ope/aps/5003>
- [8] <https://www.cu.edu/ope/efficiency-and-effectiveness/presidents-task-force-efficiency/aps-5015-conflict-interest-cases>
- [9] <https://www.cu.edu/ope/policy/aps-4016-fiscal-code-ethics>

[10] <https://www.cu.edu/regents/principles/conflicts-of-interest>