

Conflict of Interest ^[1]

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](#) ^[2]

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](#) ^[3]

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

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>