

---

Policy:	Conflict of Interest Policy
Policy No:	4.05
Approved:	March 2006
Revised:	April 2014, March 2022

---

### **Definitions**

**Conflict of interest** — any interest, financial or otherwise, direct or indirect; participation in any business, transaction or professional activity; or incurring of any obligation of any nature, which is or appears to be in substantial conflict with the proper discharge of an employee's duties in the 'public interest. A conflict of interest is also any financial interest that will, or may be reasonably expected to, bias the design, conduct or reporting of sponsored research.

### **Ethics and Conflict of Interest Policy**

During the service to the College, the varied interests and backgrounds of the Board members, officers, faculty and staff, may result in situations involving a dual interest which might be interpreted as a conflict of interest. Service should not be rendered impossible solely by reasons of duality of interest or possible conflict of interest. Service to the College nevertheless carries with it a requirement of loyalty, and fidelity to SCCC, and with those the responsibility to carry out the business of the College economically and honestly, exercising the best skills and judgment for the benefit of the College.

The avoidance of actions which could conflict with the proper duties and responsibilities is highly advisable. The proper performance of official duties sets an example for the students and inspires public trust and confidence in the Board, the College and its administration, faculty and staff.

No employee of the College or Board of Trustee member shall receive a direct or indirect pecuniary or material benefit as a result of a contract with the College or perform any act which is in substantial conflict with the proper discharge of duties and responsibilities. It shall be the obligation of the Board member and employee of the College to inform the Chair of the Board and President of the College respectively of any personal interest which he/she may have in any business transaction of the College which is in conflict with the proper discharge of duties in the public interest. No Board member or employee of the College shall use his/her position to get privileges for himself or herself or others, or to give the impression that he/she could be influenced to do so. Nothing herein shall be deemed to preclude conduct authorized by Article VIII A of the Sullivan County Code.

College Faculty and staff may not engage in other employment which interferes with the performance of their professional obligation. Trustees, Faculty and staff, to the extent required by law or regulation, shall disclose at minimum whether they (and their spouses and dependent children) have employment or financial interests or hold significant offices, in external organizations that may affect, or appear to affect, the discharge of professional obligations to the College.

Failure of any Board member or College employee to conform with the above policy subjects him or her to sanctions under policies of the Board of Trustees and/or the laws of the County of Sullivan and the State of New York.