CONFLICTS OF INTEREST

It is the policy of the University of Maine System and the University of Southern Maine that its officers, faculty, staff and others acting on its behalf have the obligation to avoid ethical, legal, financial or other conflicts of interest and to ensure that their activities and interests do not conflict with their obligation to the University or to its welfare.

The policy is to be interpreted and applied in a manner that will best serve the interests of the University and that distinguishes between those minor and inconsequential conflicts which are unavoidable and those that are substantial and material. A conflict of interest may exist when an employee, a close relative, or a person or organization with whom the employee is associated has an existing potential financial or other interest that involves the employee's University responsibilities. If an employee believes that he or she may have a conflict of interest, the employee shall promptly and fully disclose the conflict to the appropriate administrator and shall refrain from participating in any way in the matter to which the conflict relates until the conflict question has been resolved. In some cases it may be determined that after full disclosure the University's interests are best served by the participation of the employee despite the conflict or appearance of a conflict.

The policy does not prohibit an employee from freely pursuing those teaching, research, and professional and public service activities which will not result in such a conflict, nor prohibit an employee from accepting pay, compensation, fees, honoraria, or reimbursement of expenses which may be offered in connection with such activities. For the complete policy please visit http://www.maine.edu/about-the-system/board-of-trustees/policy-manual/section410/