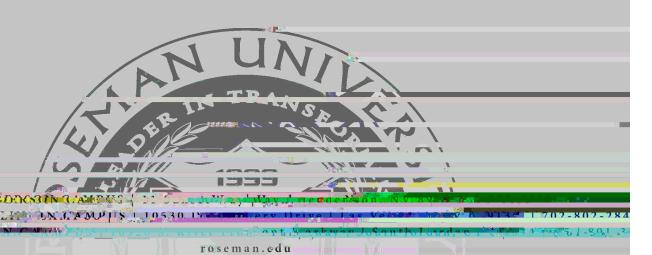


CONFLICT OF INTEREST

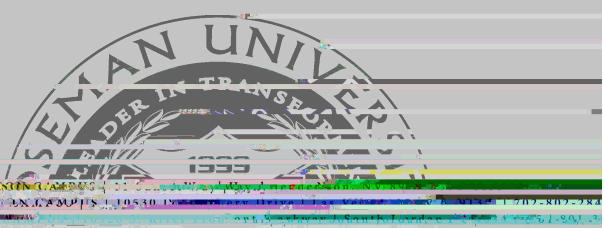


respectful treatment of all members of the University community and those who conduct business with the University.

Each member of the University community shares responsibility for stewardship of University resources and compliance with applicable laws and policies. Therefore, University faculty, and staff have a responsibility and are encouraged to submit a report in accordance with this Policy, describing in detail any conduct by University employees, directors, officers, students, or other parties that may result in financial loss or other harm to the University. The University shall thereupon have a duty to investigate.

This Policy is not intended to supplant, but rather to complement and supplement, existing University policies. It thus does not affect any rights, responsibilities or procedures set forth in other University policies addressing misconduct. For example, complaints or grievances regarding discrimination, sexual harassment, academic and disciplinary matters, academic freedom, and other matters as to which there are specific University policies, should ordinarily be made and addressed in accordance with the University policies applicable to such matters and applicable law.

Any employee who has a question about the propriety of any practice under University policies or procedures should



handle all such reports with discretion and due regard for privacy, other obligations and considerations may preclude the University from maintaining complete confidentiality in all

