

Conflict of Interest

OVERVIEW

MSCCA Conflict of Interest Policy refers to any case where a member's personal interest might contradict the interest of the organization. This is an unwanted circumstance as it may have heavy implications on the member's judgment and commitment to the organization, and by extension to the realization of its goals.

Scope

This policy applies to everyone, including board representatives and it will outline the rules regarding conflict of interest and individual responsibilities and persons acting on behalf of the organization in resolving any such discrepancies.

Policy elements

The relationship of the MSCCA with its members should be based on mutual trust. As the organization is committed to preserving the interests of people under its membership, it expects them to act only towards its own fundamental interests. Conflict of interest may occur whenever an employee's interest in a particular subject may lead them to actions, activities, or relationships that undermine the company and may place it at disadvantage.

What is a member of a conflict of interest?

This situation may take many different forms that include, but are not limited to, conflict of interest examples:

- Members use the organization to their personal advantage
- Members use connections obtained through the company for their own private purposes
- Members use organization equipment or means to support an external business
- Members acting in ways that may compromise the organization's legality (e.g. taking bribes or bribing representatives of legal authorities)

The possibility that a conflict of interest may occur can be addressed and resolved before any actual damage is done. Therefore, when an employee understands or suspects that a conflict of interest exists, they should bring this matter to the attention of the board/president so corrective actions may be taken. The board must also keep an eye on potential conflicts of interest of their subordinates.

The responsibility of resolving a conflict that falls under anyone who has a membership to MSCCA. All conflicts of interest will be resolved as possible. The President has the responsibility of the final decision when a solution cannot be found.

In general, board representatives and members are advised to refrain from letting personal and/or financial interests and external activities come into opposition with the organization's fundamental interests.

Disciplinary Consequences

In cases when a conflict of interest is deliberately concealed or when a solution cannot be found, disciplinary action may be invoked up to and including membership suspension.