



When our personal interests impact our ability to make objective decisions for our organization, it creates a conflict of interest. To avoid conflicts, you first need to recognize them. If you're unsure if a situation is a conflict, ask yourself:

- Could this situation make it hard for me to be objective?
- Could it impact the decisions I make for our organization?
- Could this appear to be a conflict to an outside observer?

Answering **“yes”** or **“I’m not sure”** to any of these questions means you’re probably experiencing a conflict.

If you believe you may be facing a conflict of interest, disclose it immediately to the appropriate internal resource so it can be evaluated and addressed.



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