



Foundation for Healthcare Innovation and Development (FHIND)

Conflict of Interest Policy

September 2021

- 1. Introduction:** FHIND is committed to maintaining the highest standards of integrity and ethical conduct in all aspects of its operations. To this end, a Conflict-of-Interest Policy has been established to guide FHIND's board members, employees, volunteers, and any other individuals associated with the organization in identifying, disclosing, and managing conflicts of interest that may arise during the course of their involvement with FHIND.
- 2. Scope:** This policy applies to all individuals associated with FHIND, including but not limited to board members, employees, volunteers, and contractors.
- 3. Definition of Conflict of Interest:** A conflict of interest arises when an individual's personal, financial, or professional interests or relationships could compromise, or have the appearance of compromising, their ability to act in the best interests of FHIND.
- 4. Disclosure:** All individuals associated with FHIND must promptly disclose any actual or potential conflicts of interest to the organization's designated individual or committee responsible for managing conflicts of interest. Disclosures should be made in writing and updated regularly, particularly in the event of changes in circumstances.
- 5. Evaluation and Management:** Upon receipt of a disclosure, FHIND will evaluate the nature and extent of the conflict of interest. The organization will then determine an appropriate course of action, which may include recusal from decision-making processes, implementing safeguards, or other measures to mitigate the conflict.
- 6. Policies Regarding Financial Interests:** FHIND maintains policies regarding financial interests, including rules on accepting gifts, gratuities, or any form of compensation that could compromise the integrity of individuals associated with the organization.
- 7. Confidentiality:** Information disclosed in the context of managing conflicts of interest will be handled with the utmost confidentiality, except to the extent necessary for the resolution of the conflict.
- 8. Awareness and Training:** FHIND will provide training to all relevant individuals to ensure a clear understanding of this Conflict-of-Interest Policy. Staff will be educated on how to identify, report, and manage conflicts of interest effectively.

- 9. Frequency of Review:** This Conflict-of-Interest Policy will be reviewed annually to ensure its continued relevance and effectiveness.

- 10. Communication:** FHIND will communicate this policy to all relevant individuals upon their association with the organization and will ensure that any updates or changes to the policy are promptly communicated to the entire organization.

- 11. Compliance:** Non-compliance with this Conflict-of-Interest Policy may result in disciplinary action, up to and including termination of association with FHIND.

By adhering to this Conflict-of-Interest Policy, FHIND aims to maintain the trust and confidence of its stakeholders and uphold the highest standards of integrity in its operations.