

THE COMPLIANCE CORNER

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LET'S TALK, *CONFLICT OF INTEREST*



HOW COULD THAT BE?

There are many more examples that could be explored, but the general idea here is clear. All of these examples describe a scenario in which an employee is torn between serving more than one person's or organization's best interests. If you're unsure whether there is a conflict of interest, contact the DWIHN Compliance at compliance@dwihn.org 313-833-3502 or the Human Resources Department at HR@dwihn.org.

ACTUAL

- A DWIHN employee provides paid consulting services on the weekend to a contracted vendor.
- Failing to disclose that you're related to a job candidate and/or new hire.
- A DWIHN employee uses their work device to manage their own list of clients for their personal business.

POTENTIAL

- A male manager dates a female employee who reports to him or vice versa.
- An employee reports to a supervisor who is a relative or close friend and has control over their job responsibilities, salary, and promotions.
- An employee accepts free gifts from a contracted provider.

PERCEIVED

- A DWIHN employee owns a business office and offers to rent that business office to DWIHN.
- Working secondary employment during DWIHN business hours.
- Failure to report a change in circumstance (i.e. your spouse joins the board of directors of an organization you provide oversight for).