


## CONFLICT OF INTEREST POLICY



**UNIVERSITY OF CHILD HEALTH SCIENCES, LAHORE**

### Conflict of Interest Policy

Recommended by:	Academic Council, University of Child Health Sciences, Lahore on dated 27 <sup>th</sup> March, 2025
Approved by:	Syndicate, University of Child Health Sciences, Lahore on dated 30 <sup>th</sup> May, 2025
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# CONFLICT OF INTEREST POLICY

## **Purpose**

The University of Child Health Sciences and its constituted hospital The Children's Hospital strive to uphold the highest levels of integrity and professionalism. This Conflict of Interest (COI) Policy helps ensure that everyone from faculty to staff, students, and consultants conducts their roles with ethics and transparency, avoiding any situations that could create conflict between personal interests and professional responsibilities.

## **Who Does This Apply To?**

This policy applies to all individuals connected with the university and hospital, including:

- Faculty (both full-time and part-time)
- Administrative and support staff
- Students and researchers
- Consultants and visiting faculty
- All statutory bodies of the university included Syndicate, Academic Council, Finance & Planning Committee, Disciplinary Committee, IRB and Grievance Committee etc.
- Governing and advisory board members
- Anyone involved in making decisions, procurement, research, or clinical activities

## **What Is a Conflict of Interest?**

A conflict of interest happens when personal, financial, or professional interests interfere or appear to interfere with your responsibilities to UCHS and The Children's Hospital. Here's what that might look like:

### **1. Financial Conflicts**

- Owning stakes in companies that work with the university/hospital.
- Accepting gifts, sponsorships, or benefits from vendors or contractors.

### **2. Academic & Research Conflicts**

- Using university or hospital resources for personal projects without approval.
- Hiding financial relationships that could bias research outcomes.

### **3. Clinical & Patient Care Conflicts**

- Referring patients to private clinics for personal profit.
- Favoritism in procurement or medical referrals.



#### 4. Employment & Nepotism

- Hiring or promoting family members without a fair and open process.
- Taking on external jobs that clash with your role here.

#### How to Disclose and Report Conflicts

- The university shall notify a Conflict of Interest Committee (COIC).
- **If you think you might have a potential conflict of interest, disclose it! You'll need to file it in writing** with the Conflict of Interest Committee (COIC) as soon as the conflict arises.
- The COIC will review your disclosure and recommend steps to the competent authority to address it.
- Failure to disclose a conflict could lead to disciplinary action.

#### Managing and Resolving Conflicts

When a conflict is reported:

1. The COIC will carefully evaluate the situation.
2. If a conflict is confirmed, they'll take steps such as:
  - Asking you to step back from certain decisions or activities.
  - Restricting financial dealings with related parties.
  - Ending external engagements that pose a conflict.

#### What's Not Allowed?

To maintain our ethical standards, the following actions are prohibited:

- Accepting expensive gifts from vendors or businesses.
- Publishing research without disclosing all funding sources or affiliations.
- Using institutional resources for personal benefit.

#### Compliance and Consequences

- This policy will be enforced by the COIC under the guidance of the Vice Chancellor for UCHS and the Medical Director for Children's Hospital.
- Violations could result in penalties ranging from a warning to suspension or even termination, depending on the severity.

#### Review and Updates

To stay aligned with both local and international standards, this policy will be periodically reviewed. Any necessary updates will be recommended by the Academic Council and approved by the Syndicate of the University.

