(A) Policy statement
Employees should follow the strictest ethical guidelines and should conduct themselves in a manner that fosters public confidence and does not conflict with public duty.

A conflict of interest exists if financial interests or other opportunities for personal benefit may exert an improper or substantial influence upon an employee’s professional judgment in exercising any University duty or responsibility. Employees shall not use their positions to secure anything of value, financial gain, or personal benefit that would not ordinarily accrue to them in the performance of their official duties.

(B) Purpose of policy
To provide standards of conduct by employees in accordance with laws of the State of Ohio.

(C) Scope
This policy applies to all employees except to the extent the activity or conduct is specifically governed by a separate agreement or University policy.

(D) Procedure
The conduct and activities of all employees are subject to Chapters 102 (Public Officer – Ethics) and 2921 (Offenses Against Justice and Public Administration) of the Revised Code and the Bylaws of the Board of Trustees of the University (Rule 3364-1-06 of the Ohio Administrative Code).

Human Resources will provide each new employee with a copy of the applicable laws during new employee orientation.
3364-25-50 Conflict of interest

(E) Penalties
Failure of any employee to abide by or to comply with the ethics law and related statutes, may result in reporting as well as any resulting potential civil or criminal sanctions under the law, or sanctioning or discipline, which may include dismissal.

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<tr>
<th>Approved by:</th>
<th>Policies Superseded by This Policy:</th>
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| Nazi G. Naganathan, Ph.D.  
Interim President | Previous 3364-25-50, effective date June 22, 2011 |

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<th>Date</th>
<th>Initial effective date: June 22, 2011</th>
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<tr>
<td>April 10, 2015</td>
<td>Review/Revision Date: July 1, 2014; April 10, 2015</td>
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<td>Next review date: December 31, 2015</td>
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Review/Revision Completed by:
Vice President and Chief HR Officer