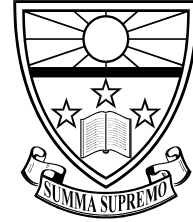


Policy Document



Policy Name

Conflict of Interest

Vision

The vision statement of Morling College is Summa Supremo – Our Utmost for the Highest

Rationale

The purpose of the policy is to articulate some boundaries with respect to Conflicts of Interest.

Responsibility

The Morling College Council has delegated the responsibility of the Principal who may in turn delegate his authority to appropriately qualified personal.

Policy

As a Baptist institution of higher learning, Morling College adheres to Christian principles and promotes the values of integrity, justice and equity. Staff and students are encouraged to develop a sense of community and are supported by pastoral care initiatives.

A significant part of College life involves socialising on a friendship basis between staff members and staff and students. In the building of community, it is of prime importance that staff and students act with integrity at all times.

Boundaries and obligations of the roles of staff and students need to be fully recognised and respected. Staff and students should avoid situations where the values of integrity, justice and equity may be compromised. Conflicts of interest, or situations of an abuse of power may arise from relationships that are:

- familiar
- closely personal
- hierarchical
- commercial

Guidelines

Should any conflict of interest arise which has the potential to unfairly advantage or disadvantage, or cause harm to students, staff or Morling College, the following protocols need to be followed.

Staff Relationships

Morling College aims to make its recruitment processes transparent:

- * Persons applying for employment at the College are required at the time of application to inform the College of any family or other close relationship with any person already employed in the College, and with whom they anticipate a close working relationship.
- * A staff member who has had, or currently has, a close relationship with a prospective employee cannot be selected to serve on the interview panel.

Staff and Student Relationships

Academic staff have a responsibility to assess the work of their students fairly and objectively. A personality conflict with a student, or a close or family relationship with a student or a student's family has the potential to compromise this responsibility. In such a situation staff are required to notify the Principal or Vice Principal of the actual or potential conflict of interest in the areas of:

- * selection for entry to Morling college
- * selection for scholarships and prizes
- * assessment procedures
- * classification for honours
- * honours or postgraduate supervision

Failure to Disclose

Failure to declare a known conflict of interest could result in disciplinary action.

Date of policy approval

June 2002

Date of policy review

June 2007