

## Article 19 - Conflict of Interest/Outside Activity

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### 19.1 Policy.

A. An employee is bound to observe, in all official acts, the highest standards of ethics consistent with the code of ethics of the State of Florida (Chapter 112, Part III, Florida Statutes), the advisory opinions rendered with respect thereto, and all rules applicable to university employees.

B. Nothing in this Article is intended to discourage an employee from engaging in outside activity in order to increase the employee's professional reputation, service to the community, or income, subject to the conditions stated herein.

### 19.2 Definitions.

A. "Outside Activity" shall mean any private practice, private consulting, additional teaching or research, or other activity, compensated or uncompensated, which is not part of the employee's assigned duties and for which the University has provided no compensation.

B. "Conflict of Interest" shall mean

(1). any conflict between the private interests of the employee and the public interests of the University or the University Board of Trustees, including conflicts of interest specified under Florida Statutes; or

(2). any activity which interferes with the full performance of the employee's professional or institutional responsibilities or obligations.

19.3 Conflicts of Interest Prohibited. Conflicts of interest, including those arising from University or outside activities, are prohibited. Employees are responsible for resolving such conflicts of interest, working in conjunction with their supervisors and other University officials.

### 19.4 Report of Outside Activity.

A. An employee who proposes to engage in any outside activity which the employee should reasonably conclude may create a conflict of interest, or in any outside compensated professional activity, shall report to the employee's supervisor, in writing, the details of such proposed activity prior to engaging therein.

B. The report, as described in Article 19.4(A) shall include where applicable, the name of the employer or other recipient of services; the funding source; the location where such activity shall be performed; the nature and extent of the activity; and any intended use of university facilities, equipment, or services.

C. A new report shall be submitted for outside activity previously reported at:

(1). the beginning of each academic year for outside activity of a continuing nature; and

(2). such time as there is a significant change in an activity (nature, extent, funding, etc.)

~~D. The reporting provisions of this section shall not apply to activities performed wholly during a period in which the employee has no appointment with the University. Failure to report an outside activity may result in disciplinary action as provided in Section 1012.977, Florida Statutes.~~

E. Any outside activity which falls under the provisions of this Article and in which the employee is currently engaged but has not previously reported, shall be reported within sixty (60) days of the execution of this Agreement and shall conform to the provisions of this Article.

### 19.5 Grievance Procedure.

A. In the event the proposed outside activity is determined to constitute a conflict of interest, and the employee disagrees with that determination, the employee may file a grievance under the grievance procedure contained in Article 20, Grievance Procedure and Arbitration.