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## Bureau du président du conseil de l'AÉUM

Office of the Speaker of the Board of the Association of University and College Educators

### Office of the Speaker

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## Alignment with Mission

The proposed amendments align with the SSMJ's Leadership values and mission as a more comprehensible procedure that allows for greater employee involvement collectively reinforces the SSMJ's commitment to leadership in ethical conduct and respect for human dignity in the process of disclosure management.

## Consultations Completed

Consultations on these policy amendments have been completed with the following parties:

- SSMJ President
- VP University Affairs
- Governance Manager
- General Manager
- HR Director
- HR Manager
- Equity & Policy Specialist

## Risk Factors and Resource Implications

The implementation of the new Conflict of Interest Policy does carry some risk factors and resource implications. Firstly, on the positive side, the policy fosters a culture of openness and accountability within the organization. However, by opening up avenues for discussion and greater employee involvement in the management of conflicts, there are greater resource implications, such as an increased workload on the Human Resources Director and Human Resources Committee. Further, this new policy will require the implementation of a training regime for all regular full-time and regular part-time employees, possibly putting further strain on the HR Department. Finally, the creation of a third-party disclosure avenue will result in the requirement of a procedurally fair investigation standard, which if mismanaged could open the Society up to confidentiality concerns and possible legal liability.



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