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Primarily the changes fall under these umbrellas:

1. Improving the clarity and norms of the investigation process for conflicts
2. Allowing for more employee follow-up
3. Creating avenue for third-party disclosures of conflicts of interest

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Old System:

All disclosures of conflict of interest made
in 1 form (written only) to HR Committee
for all staff

Form is generic

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Old System:

HR Committee receives a disclosure of a conflict of interest via form and makes a decision whether it is founded from forms contents

No interim measures

Individuals were removed from committees without fair assessment of conflict

New System:

After a written disclosure is received the HRD will meet with the disclosee to discuss the conflict

Is it impacting the workplace and if so how?

The HRD has the ability to implement interim measures while the conflict is being assessed

E.g. Work location changes, delegates for committees or interviews related to conflict etc.

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Old System:

Remedies were focused on proactive management and the affairs of the society
Non-specific and vague
At the discretion of the BoD
Lacking transparency with any implicated parties
Came across as solely punitive

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New System:

Greater focus on wellbeing and safety of all employees
solely on the society

Discussion!

Questions?