

Conflict of Interest Policy

European Institute for Conflict Resolution is committed to ensuring that individuals undertaking a course, programme of learning or training do so confidentially, honestly, fairly and with integrity and objectivity.

This policy applies to all tutors, trainers, assessors and any other personnel associated with European Institute for Conflict Resolution in delivering its programmes.

A conflict of interest is a situation in which an individual has a direct or indirect, professional or personal interest in the outcome and may lead to them acting contrary to the norm in such a way that either themselves or others may either gain an advantage, be disadvantaged or be adversely affected.

Conflict of Interest Policy:

The possibility of a conflict or potential conflict must be declared by any stakeholder as an entity, or any individual:

a. If a conflict of interest becomes apparent to a trainer/assessor during the course of the training session that involves her/him and a delegate on the course s/he should disclose this conflict of interest as soon as possible. If such following the disclosure all relevant parties that have an interest in the same agree, s/he may proceed in her/his role as trainer/assessor on the course.

b. Should the disclosure reasonably question the relevant trainer's/assessor's independence and integrity and/or the integrity of the course the relevant trainer/assessor should withdraw from the course and cease to act in her/his role.

c. If both parties consent the course delegate may continue to participate in the training course and the management trainer or admin staff may proceed with their involvement on the relevant training course. In that case they ensure that they make their role clear and separate this from their other functions, as far as is possible, they recognise and report any potential or existing conflict.

In order to implement this policy, based on a review of any declaration and supporting information received it will be determined if the affected personal has an actual, potential or apparent conflict of interest. Once a report has been reviewed the outcomes will be recorded and placed on file. The person making the report will be advised of the outcomes, subject to any areas of specific confidentiality.