

Conflict of Interest Policy

The purpose of this policy is to provide guidance in identifying and handling potential and actual conflicts of interest, either between the trainers/assessors and the institute, or between the trainers/assessors themselves, or between the participant and the trainers/assessors. ILSCA endeavours to avoid any conflict of interest in order to ensure that objectivity and good judgement prevails. In most instances, conflicts of interest can be avoided simply by continuing to exercise good judgment and, indeed, the ILSCA relies on the sound judgment of its trainers/assessors to prevent many such conflict situations.

A conflict of interest may occur if an interest or activity influences or appears to influence the ability of an individual to exercise objectivity or impairs the individual's ability to perform his or her responsibilities in the best interests of the training programme.

1. Relationships that may create conflict of interest

1.1.A conflict of interest may occur between:

- a. The participants and trainers/assessors;
- b. The trainers/assessors themselves;
- c. The trainers/assessors and the ILSCA;
- d. The participants and the ILSCA.

1.2.A conflict of interest is said to occur when any individual is not able to perform his/her responsibilities honestly, objectively and efficiently because he/she has or appears to have vested interests, financial, emotional or otherwise, in the outcome of the activity.

2. Measures taken by ILSCA

2.1.The ILSCA takes utmost care to avoid conflict of interest of any kind.



2.2. Where assessments are concerned, the ILSCA ensures that all assessments are done by neutral assessors who have not been part of training the participants in any manner, and have no contact with the participant in any way.

3. Disclosure and Management of Conflicts of Interests

3.1. Where an individual thinks that conflict of interest exists, such individual must bring the same to ILSCA's knowledge via email written to ilsca@ilslaw.in, within two (2) days of such knowledge coming to light.

3.2. Should an appearance of impropriety or actual conflict of interest exist, appropriate actions must be taken, which will vary depending upon the particular facts. The individual involved in the conflict situation must work cooperatively to achieve a resolution of the conflict issues in the best interests of the ILSCA. This may include the individual being removed from a position of decision-making authority with respect to the conflict situation or other more serious actions, depending upon the nature of the conflict and as the ILSCA deems fit.