

Conflict of Interest (as found in Employee Handbook)

VHHA expects employees to disclose any conflict of interest that may interfere with the performance of their duties. Each employee must complete a conflict of interest statement upon the commencement of employment and annually thereafter. The conflict of interest statement requires the employee to disclose any interests or affiliations that he or she or members of his or her immediate family (defined as spouse and children living in the same household, and parents and siblings to the extent their interests are known) have that may create a conflict of interest, individually or collectively, when considered in light of the employee's relationship with VHHA or its affiliates. A conflict of interest exists where an individual obtains personal gain or advantage as a result of his or her activities on behalf of VHHA or when his or her activities may be adverse to the best interests of VHHA. Conflicts of interest do not necessarily involve intentional wrongdoing, but can result from a combination of innocent circumstances.