

Fred Hutchinson Cancer Research Center  
Conflict of Interest Policy

Definitions:

The following definitions are adopted:

"Transaction" is used in the broadest form and includes, but is not limited to, research, investigation, testing or patient care.

"Family member" includes a spouse, child, parent, sibling, in-law or member of the same household.

"Representative" is any member of the scientific staff, any other employee of the Center, affiliates and trustees;

"Business entity" is a sole proprietorship, partnership, joint venture, or any other form of enterprise, whether conducted for profit or not;

"Personnel action" means recruiting, hiring, appointing, terminating, promoting, demoting, setting compensation or other benefits, and allocation of Center resources such as space and funding.

"Economic interest" is:

- a. A monetary interest in a business entity;
- b. The receipt of remuneration in any form from a business entity;
- c. Any form of ownership in a business entity;
- d. Direct or indirect pecuniary gain from the outcome of transaction, receipt of compensation from the Center.

Policy:

In order to prevent conflicts of interest or the appearance of such conflicts by representatives, the Center adopts the following policy:


1. Representatives shall not participate in any transaction involving the Center in which the member has an economic interest.
2. Representatives shall not participate in any transaction involving the Center in which the family member has an economic interest.
3. A family member may be employed by the Center; however, the Center will recruit, hire, train, and compensate individuals in all job classifications

based solely on the applicant's qualifications, abilities or potential abilities.

4. Representatives shall not participate in any personnel action involving a family member.

5. A family member shall not supervise other family members unless the Director grants prior <sup>written</sup> approval.

6. Violations of paragraphs 1 through 5 or the appearance of a violation constitute a conflict of interest. Conflicts of interest shall be reported to the Director immediately for his decision and guidance. The Director may seek the guidance of the Board of Trustees concerning any conflict.



Adopted, Executive and Finance Committees

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