

Conflict of Interest/ Non-Competition Disclosure Form



Conflict of Interest/ Non-Competition Disclosure Form



- Purpose of the Conflict of Interest/Non-Competition policy and disclosure form is to:
 - Help individuals understand, identify, manage and appropriately disclose actual, potential or perceived conflicts;
 - Ensure that decisions are made in the best interest of Rady Children's;
 - Provide a procedure for Rady Children's to appropriately manage conflicts.
- Workforce members are expected to avoid situations that create an actual or potential conflict between personal interests and those of Rady Children's;
- In addition to this annual disclosure process, workforce members are required to complete a Conflict of Interest Disclosure form any time a potential conflict arises. This form can be located on the Compliance Department intranet site.

Examples of Potential Conflicts



- Some examples of potential conflicts include, but are not limited to:
 - Engaging in self-employment in competition with Rady Children's;
 - Working for, or having a financial interest with a competitor, supplier or customer of Rady Children's;
 - Using proprietary Rady Children's information for personal gain;
 - Using Rady Children's assets for non-Rady Children's related business;
 - Performing personal work during Rady Children's work hours.

Avoiding Conflicts of Interest – Tips for Compliance



1

Disclose any business or financial relationships with vendors, competitors, customers of Rady Children's;

2

Do not accept gifts or special treatment from those doing business with Rady Children's (or wishing to do business with Rady Children's);

3

Seek advice if you have any questions as to what constitutes a conflict;

4

Follow applicable policies and procedures related to conflicts, gifts and relationships with vendors.

Conflict of Interest/Non-Competition Disclosure Form – Annual Disclosure Process



To complete your annual Conflict of Interest/Non-Competition Disclosure Form, complete the document attached to this module.



Important Notice – These questions are to be answered annually and as situations and regulatory requirements change. If you have questions, please call the Compliance Department at (858) 966-8541.



You must disclose all responsive answers even if you have received prior advice from Compliance, Human Resources or management that your situation did not present a conflict of interest at the time.



If you answer yes to any of the questions, your disclosure will be reviewed by the Compliance Team and we may reach out to you with questions or to discuss your disclosure and a potential management plan.