



NED University of Engineering and Technology, Karachi. **Conflict of Interest Policy**

Purpose

To protect the interests of NED University of Engineering and Technology and to ensure the high level of integrity in all areas of operations of the university for honest and transparent decision makings and performing tasks.

Scope

The policy is implemented in the campuses, constituent colleges and affiliated institutions of the university to the

- committees and departments, such as departments, faculties, operational cells,
- employees, such as Vice Chancellor, Pro-Vice Chancellor, Deans, Chairpersons, Head of the Departments, faculty members, officers, staff, students, researcher, and
- associated persons/individuals and third parties associated with the University, such as suppliers, contractors and service providers

Statement

In compliance with the NED University of Engineering and Technology, Karachi Employees Conduct Statutes 1990 (Vide Section 46.1(b) of the University Act 19, every individual, committee, department or third parties as described in the scope will protect the interest of the University.

The conflict of interest occurs if the role and responsibilities hold by any employees or associated person with the University, conflicts with or may possibly conflicts with a personal, financial or other benefit. The conflict arises when a decision, task or action in favour or interest of the university is not taken or manipulated or sabotage by the employee or associated person in favour or interest of their own or other individual, team, group or institution. The conflict of interest is defined here as the gain to an employee or associated person by taking decision or action in such a way that he or she provides benefit to an individual, group or institution against a personal gain,

- Conflicting with the benefit to the University.
- Damaging the good-will of the university.
- Conflicting with the ethics and code of conduct of the university
- Conflicting with the social, moral or ethical values of the society.

Hence it is the responsibility of employees and associated persons to make impartial decisions and conduct on the behalf of the University and in favour of the university only. Conflict of interest may be financial or non-financial.

Financial Conflict: It is the personal financial gain or financial gain to the close person or individual or relative.



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Non-financial Conflict: It is the personal benefit or benefit to the close person or individual or relative in shape of other than money, such as enhancement in career, gift, privilege or any other form.

Commitment to the Conflict-of-Interest Policy

The university leadership aims and encourages the students, faculty members, officers, staff, researchers and third parties and individuals to assure the declaration of conflict of interest to ensure an honest and transparent environment within the University, beneficial for the growth and development to the University and adherence with the Act, Vision and Mission of the University.

Responsibilities

All stakeholders have a responsibility to assure the exercise the Conflict-of-Interest Policy.

The University Leadership (Vice Chancellor, Pro-Vice Chancellor and Deans) is responsible to encourage and enforce with the impartial implementation of the Conflict-of-Interest Policy at all levels of the processes within the university, its constituent colleges and affiliated institution. And to make the impartial decisions against the declaration and conflicts by the individuals, groups or associated parties as per the University Rules and regulations. Such declarations and cases may be sent to the Disciplinary Committee for the impartial decisions and actions as per the University Act.

Director QEC is responsible for implementing the Conflict of Interest and related policies and procedures within the university. The Director QEC will also ensure that all employees and associated persons are communicated about the policy.

Registrar being the impartial personnel within the university may receive the declaration and cases from the individuals associated with the university and will communicate the same to the leadership of the university and the Director QEC (for the compliance).

Chairpersons and Head of the Departments have responsibility to encourage their faculty members, students, researchers and other academic stakeholders in implementing this policy and make them aware about the commitments within the policy. They have also the responsibility to identify such conflicts and report the leadership of the university for the impartial decisions and actions.

Assessing Effectiveness of Academic Freedom Policy

Effectiveness of this Policy will be essentially monitored to ensure that the policy is working effectively. NED University will monitor annually and publish details of:

- Statistics of declarations and cases received.
- Impartial actions and decision taken against the declaration and case.



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Review

The policy will be reviewed after every two year during the preparation of effectiveness of policy.

If you have any questions regarding the content of this statement or would like any further information, please contact:

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