Conflicts of Interest and Commitment

Conflicts of interest and commitment can present significant fraud risks for any organization. They can erode public trust, damage the organization's reputation, and lead to legal consequences. To mitigate these risks, USF's eDisclose system serves as an online tool for confirming compliance with disclosure requirements.

The points below outline several key requirements to remember regarding conflicts and the Florida Code of Ethics for Public Officers and Employees (FCOE).

Compliance through eDisclose

- All USF employees must meet annual acknowledgment and disclosure responsibilities through eDisclose.

Compliance Monitoring

- Supervisors, Managers, and Senior Managers are responsible for monitoring their direct reports' compliance with disclosure requirements.

Misuse of Public Position

- No USF employee may misuse their position or entrusted resources to secure a special benefit for themselves or others.

Outside Activities

- All USF employees involved in certain outside activities must disclose and receive *prior* approval in eDisclose.

Solicitation or Acceptance of Gifts

- No USF employee may solicit or accept anything of value based upon any understanding that their official actions or judgment would be influenced.

Nepotism (Related Person)

- All USF employees are required to disclose the employment of a related person within their unit before hiring or upon discovery.

Where can I find more information?

- USF Office of Internal Audit website: https://www.usf.edu/audit/
- Policy 0-027: FCOE; Compliance and Disclosure
- Related Direct Support Organization policies

How can I report potential fraud or abuse?

- Notify your supervisor.
- Contact the USF Office of Internal Audit at (813) 974-2705.
- Report activities anonymously through the EthicsPoint hotline at (866) 974-8411.