



Item 458

**RESOLUTION NO 14
OF THE UNIVERSITY COUNCIL OF THE UNIVERSITY OF WARSAW**

of 27 November 2020

on the position regarding the management of conflicts of interest

Pursuant to Article 18 section 1 point 4 in conjunction with Article 18 section 4 of the Act of 20 July 2018 – Law on Higher Education and Science (uniform text: Journal of Laws of 2020, item 85, as amended), the University Council of the University of Warsaw resolves as follows

§ 1

A position concerning management of conflicts of interest attached as an appendix to this resolution is hereby expressed.

§ 2

The resolution shall enter into force on the date of its enactment.

Chairperson, University Council of the University of Warsaw:
J.M. Bujnicki

Position of the University Council of the University of Warsaw regarding the management of conflicts of interest

The University Council recognizes and fully supports the need for further development of interactions between the University and the business sector as it will help achieve the long-term goals of the institution. In this context it is important not only to emphasize the importance of scientific independence and integrity of staff at all levels, but also ensure and support transparency and integrity in business relationships.

The University Council observes that apart from § 129 of the Statute of the University of Warsaw, which states that the University staff are obliged to avoid situations leading to a conflict of obligations towards the University and external entities and to a conflict of their own interests, including material interests, with those of the University, at the University of Warsaw there are no codes of conduct or regulations to provide clear and useful guidance for engaging in commercial activities. That is why the University Council identifies the urgent need to develop measures to determine situations that may lead to a conflict of interest or a conflict of obligations, as well as procedures to prevent their occurrence and the consequences of their occurrence. These measures could consist of:

- 1) identifying existing codes of conduct and good practices that should be followed;
- 2) developing clear policy, procedures and guidelines in terms of (a) transparency, (b) declaring and justifying interests and commitments, and (c) managing potential, actual and apparent conflicts of interest and conflict of commitments;
- 3) appointing an internal standing body to refer to in matters of conflict of interest.

The University Council believes that developing measures described above is crucial to secure that the process of establishing relationships of top-level University executives with commercial companies is as transparent as possible. In the process of granting the consent to undertake additional gainful activities by the Rector of the University of Warsaw, the University Council, developed a set of guidelines for the community of the University of Warsaw:

- I° As the University of Warsaw is a huge and very complex organization. The Rector would ideally devote 100% of his/her time to the institution he/she is in charge of and feels responsible for. As the University currently meets a range of challenges, it is critical to prioritise needs and wisely allocate the time and energy accordingly.
- II° The Rector acts as a public figure and therefore transparency should be a general and main rule of his/her actions.
- III° Regarding additional activities, the Rector should consider if they are (a) beneficial to the University, (b) align with its strategies and policies, and (c) if his/her undertakings might in any way be perceived negatively and as a consequence harm the University's reputation, standing, position, and activities.