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**Effective:** July 10, 2012

**Administrative Policy**  
**ETHICAL CONDUCT and CONFLICT of INTEREST**

**Approved:** July 10, 2012  
President's Cabinet

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Employees of Millersville University of Pennsylvania have an obligation to discharge their duties to the best of their ability. All employees should take care to avoid conflicts of interest or apparent conflicts of interest or commitment. A conflict of interest arises when the employee influences or is in a position to influence the University's decisions for personal financial gain or benefit. Further, employees should not use knowledge of a confidential nature to further personal interest, nor shall they violate the privacy and confidentiality of information entrusted to them or to which they have access. Millersville University requires that the conduct of all employees be consistent with the laws and regulations of the State of Pennsylvania and regulations of Millersville University of Pennsylvania.