

Conflict of Interest Policy

World Hypertension League

A. Introduction

As a science-based non-profit organization, public trust in the integrity and independence of the World Hypertension League (WHL) scientific review and professional education decision-making processes as well as the adherence to high standards for the conduct of its activities is essential. It is also acknowledged and desired that volunteers, employees, and others working on behalf of the WHL have relationships, interests, and memberships that support and benefit the mission of the WHL. However, there are times when these relationships may give rise to or give the appearance of an actual or potential conflict of interest. To protect the WHL, this Policy requires disclosure of relationships by those working for or on behalf of the WHL and resolution of any conflicts to ensure that actions taken are in the best interest of the WHL. This protects decision-making from the appearance of bias or improper influence by individual personal or business interests, family or close associates of the WHL.

B. WHL Representatives

Representatives include, but are not limited to: Board of Directors, Officers, committee members, council members, key employees, certain contracted parties or agents, and other designated individuals in decision-making roles.

C. Principles

Disclosure: WHL Representatives are required to fully disclose financial and non-financial relationships, including employment, ownership interests, memberships, arrangements, investments or holdings, including those held by family members (including spouses, children, and parents), as required on the Relationship Disclosure Questionnaire.

Reporting is to occur before appointment or election and annually thereafter.

A WHL Representative is also expected to update his or her Disclosure Questionnaire whenever any material change occurs in his or her relationships.

In the course of WHL meetings or activities, the Representative is to disclose any direct or indirect interests in a transaction or decision that potentially could represent a conflict of interest

D. Evaluation

Reporting these personal and other business relationships generally does not prevent an individual from working with or volunteering for the WHL. The WHL Executive Committee will evaluate non-financial and financial relationships for actual or perceived conflicts based on the nature of Representative's position(s) and scope of decision-making authority, the substantiality of the relationships, the pervasiveness of the conflict and whether additional measures are needed to protect the integrity and reputation of the Representative and the WHL. The affected individual will not participate in the WHL Executive Committee review.

E. Resolution: Resolution of a potential conflict of interest will be based on the facts and circumstances of each individual situation. In some cases, there may be a requirement for action up to and including the withdrawal of the individual from the conflicting relationship or from the WHL position. In most cases, the potential conflict of interest may be resolved by having the WHL Representative refrain from deliberating and/or voting on the particular transaction or matter in which he or she has an interest; and otherwise refrain from exerting any influence on the Chapter to affect a decision related to the transaction or matter in question. However, other measures may be required by the WHL, depending on the nature of and the ability to reasonably manage the conflict.

F. Requirements for Certain Positions

Because of the diversity of WHL activities and operations, different volunteer and staff positions require specific and distinct procedures for addressing conflicts of interest. All procedures must be consistent with applicable law, and this Policy.