



Marine Biological Laboratory



The [MBL Conflict of Interest and Conflict of Commitment Policy](#) has been significantly revised. This policy serves as an educational and procedural document intended to provide MBL employees with guidance pertaining to the identification, disclosure, and management of potential conflicts with external activities. It is one of a set of MBL policies whose purpose is to ensure that we all meet the highest ethical standards in our work and demonstrate this to Federal and other funding agencies according to their policies.

Significant changes include:

- Conflict of Interest disclosures will be required by all regular full-time and part-time MBL employees initially, then annually by a select list of scientific and administrative positions going forward
- Definitions of Conflicts of Interest and Conflict of Commitment have been clarified and further defined
- The process and procedures for identifying and managing significant conflicts, both financial and otherwise, have been clearly articulated

MBL staff members will be prompted to submit their disclosure via email using Adobe Sign, which will be distributed by MBL email on or about August 20th. Disclosures will be due by September 15th.

The purpose of this policy revision is to avoid conflicts and the appearance of conflicts between interests of the MBL and the personal interests of employees. Federal agencies are placing a higher degree of scrutiny on external activities and external relationships held by MBL employees. As recipients of Federal research support, the MBL has a fiduciary responsibility to ensure that external influences outside the course and scope of one's MBL employment do not affect the performance of one's primary duties to the MBL.

It is not the MBL's intention to stifle external relationships. Rather, it is our intention to provide resources to ensure that employees are legally protected and to foster a culture of ethical compliance and transparency. This policy revision provides ample information on what constitutes disclosable activity, and what happens once a disclosure is filed, with the goal of supporting these intentions.

If you have any questions, please feel free to contact the Office of Sponsored Programs at awards@mbledu.