

Introduction

This *Conflict of Interest Standard of Practice* outlines expectations for recognizing, disclosing, and managing conflicts of interest to protect integrity, maintain public trust, and support the mission of the College of Audiologists and Speech-Language Pathologists of Manitoba (CASLPM). Registrants are responsible for meeting the expectations outlined in this Standard. This document is enhanced by a companion *Conflict of Interest Examples & Scenarios* document.

Standard

Registrants of CASLPM must identify and appropriately manage all real, perceived, or potential conflicts of interest to safeguard their professional integrity and prioritize the best interest of their clients. Where employer policies differ from College Standards, the requirement with the higher standard applies.

Demonstrating the Standard

Registrants will:

- Prioritize the interests of their clients above personal, financial, professional, or other interests.
- Remain aware of and avoid situations that could create a conflict of interest.
- Assess the potential for conflicts of interest with each client on an ongoing basis, considering both mitigating and aggravating factors.
- Identify, disclose, and avoid any real, potential, or perceived conflict of interest whenever possible, ensuring the client fully understands the conflict and its implications.
- Make reasonable efforts to disclose the conflict to the client, employer, and/or CASLPM if the issue is unresolvable or could result in a complaint to the College, while preserving confidentiality.
- Where necessary, resolve conflicts by managing and/or mitigating them in a way that best protects the client's interests, including determining whether it is appropriate to continue care.
- Manage conflicts of interest by:
 - Adjusting service roles or responsibilities.
 - Recusing themselves from decision-making processes.
 - Divesting from or separating themselves from conflicting interests where required.
- Avoid providing services while in a conflict of interest that could negatively impact client care.
- Use clinical and ethical judgment to determine whether continuing care is appropriate.
- Provide effective referrals and uphold the highest standards of integrity when discontinuing services due to conflict of interest.
- Document the situation, the steps taken to address the conflict, and the outcome.