



The Groden Network

Your Autism Experts

401.274.6310 - www.GrodenNetwork.org

Conflict of Interest Declaration

It is the policy of the Groden Network corporations (The Groden Center Inc., The Cove Center Inc., Kingston Hill Academy, Behavioral Associates of Massachusetts) to allow its employees to engage in outside work or hold other jobs subject to certain restrictions.

- It is understood that at no time may an employee treat or consult with current clients of the Groden Network in private practice or in conjunction with any services provided by any other agency (does not include staff that work at other agencies providing HTS/Respite/PASS services) without the express and written consent of the Program Director and Executive Director.
- At no time may an employee use the facilities or any other resources of the Network for private practice, outside employment, or in pursuit of private endeavors, or in conjunction with any services provided by any other agency with which an employee may be properly employed without the express and written consent of the Program Director and Executive Director.
- While employed at the Groden Network and for a one (1) year period thereafter, an employee may not recruit, solicit, or accept any current Network clients (the term client includes any agency that contracts with the Groden Network for clinical or other consultative services) with whom he/she made contact while an employee of the Network for private practice or any subsequent work with another employer.
- For the period of employment, any work prepared by an employee or arising from research and writing conducted within the scope of his/her employment, or specifically ordered or commissioned as a contribution to a collective work is “works made for hire”. The Network is the rightful owner of all rights to such work, including copyright.

Outside employment will not be an excuse for poor performance, absenteeism, tardiness, leaving early, etc. If outside work activity does cause or contribute to job related problems, normal disciplinary procedures will be followed to deal with the specific problems.

An employee may participate on another agency’s Board of Trustees, Advisory Panel/Committee, etc. with the approval of an Executive Director.

It is expected that an employee will make decisions and act in a manner that promotes the best interests of the Network and avoid the prospect of a conflict of interest. Although it is impractical to define all potential conflicts of interest, as a general statement, a conflict of interest may arise in any situation in which an employee benefits personally from an entity or person conducting business within the Network, as a result of his/her influence upon or authority to make such decisions.

It is expected that employees have a responsibility to immediately report any potential or perceived conflict of interest to the Executive Directors. The Executive Directors have authority to determine if an activity is separate and if it interferes with the care of clients and/or the mission of The Network.

Employee Signature: _____ Date: _____

Print Employee Name: _____