



Human Resources and Payroll and  
Compliance, Diversity and Ethics

4441 George Mason Blvd., MS 3C3, Fairfax, Virginia 22030

### **Conflict of Interest and Immediate Family Members Policy**

University employees *must not* have a personal interest in any contract with their agency (i.e., George Mason University) other than their own employment contract, especially concerning members of the employee's immediate family. Commonwealth of Virginia law states that a conflict of interest arises when two or more members of an immediate family are employed by the same state agency or institution. All employees in this case must disclose any such relationship to Compliance, Diversity and Ethics ([cde@gmu.edu](mailto:cde@gmu.edu)) to request a Conflict of Interest Waiver. Furthermore, please be advised that a university employee *must not* have any supervisory authority over a member of their immediate family.