



Integrity: a core value at CERN

CERN is committed to exercising exemplary stewardship of its resources, and expects the highest level of integrity from **all CERN contributors, including suppliers, service providers and contractors' personnel**. Integrity is defined in the [Code of Conduct](#) as "*behaving ethically, with intellectual honesty and being accountable for one's own actions*". A number of the Organization's internal policies stem from this value, in particular, those pertaining to fraud and conflict of interest, which are described in detail in [Integrity at CERN](#).

For your convenience, this document is intended to summarise the core elements of *Integrity at CERN*.

Fraud: All CERN contributors are required to "refrain from any act or omission designed to deceive others, or to achieve a gain resulting in a loss of funds or reputation for CERN" (Code of Conduct), which behaviour constitutes fraud. CERN has a zero-tolerance approach towards fraud and attempted fraud, and is committed to responding to indications of fraud in a timely and effective manner.

Conflict of interest arises when the impartiality and objectivity of CERN contributors in the performance of their contractual obligations towards the Organization could be influenced or compromised by their private interests¹ or any other professional obligations or relationships. To ensure that the best interests of CERN are served, and to avoid possible suspicions of bias and partiality in performing your professional duties, you are required to recognise situations that could give rise to an actual or perceived conflict of interest.

In the performance of your professional duties for CERN, **you should neither offer nor accept gifts, favours or hospitality**. This applies equally to your family and friends, as well as any individual or organisation with which you are directly or indirectly connected. Examples include:

- cash gifts of any amount;
- a special entitlement given for private use;
- travel and/or accommodation paid directly or indirectly;
- recurrent invitations for meals or even a single invitation for a meal that could be perceived as excessive or unreasonable;
- invitations to sporting, cultural or social events;
- recruitment of a family member as a personal favour;
- any items, including advertising and promotional items, the market value of which typically exceeds 30 CHF.

Please refer to [Integrity at CERN](#) for additional information.

¹ "Private interests" means any benefit, liability or relationship, financial or otherwise, of the CERN contributors, their family or friends, or any individual or organisation with which the CERN contributors are directly or indirectly connected.