



Integrity at CERN

In the fulfilment of its mission, CERN relies upon the trust and material support of its Member States and partners, and is committed to exercising exemplary stewardship of the resources with which it is entrusted.

Accordingly, CERN expects the highest level of integrity from all its contributors (whether members of the personnel, consultants, contractors working on site, or persons engaged in any other capacity at or on behalf of CERN).

Integrity is a core value of CERN, 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 the prevention and management of conflict of interest and fraud.

As conflict of interest and fraud could compromise the accomplishment of the Organization’s objectives and undermine its functioning, credibility and reputation, as well as that of its personnel, CERN is committed to their prevention and management, wherever they occur, through awareness raising and education, providing rules and guidelines and implementing the necessary Internal control.

All CERN contributors have a key role to play in the prevention and management of conflict of interest and fraud. Moreover, CERN places a high value on partners who actively contribute to the prevention and management of conflict of interest and fraud at their own premises or at CERN.

Failure to comply with the rules and procedures related to conflict of interest and fraud will result in administrative, disciplinary and/or legal action.

1. Conflict of Interest Policy

Conflict of interest arises when the impartiality and objectivity of CERN contributors in the performance of their functions for CERN or in the fulfilment of their contractual obligations towards the Organization could be influenced or compromised by their private interests or any other professional obligations or relationships.

“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.

To ensure that the best interests of CERN are served, and to avoid possible suspicions of bias and partiality in performing their professional duties, CERN contributors are required to recognise situations that could give rise to a conflict of interest or the perception of same. Where it is impossible to avoid such a situation, for example due to the nature of their functions, or in case of doubt, CERN contributors shall promptly disclose to the Organization that they have or may have a conflict of interest.

In particular, CERN contributors are required:

- not to accept gifts, favours or hospitality that could create or appear to create a situation of conflict of interest;
- to provide immediate notification to CERN if, in the performance of their functions, they are called upon to advise on, to decide on or to control matters in which they have a private interest or competing professional obligation or relationship which could impair or appear to impair their impartiality and objectivity;
- to discuss the matter with their relevant hierarchy at CERN¹ if they are unsure as to whether a conflict of interest might exist.

¹ Typically, this means either their direct supervisor, the person to whom they report; or, the CERN officer in charge of the specific process where the issue arises (e.g., project leader, chair of a board etc.)

The Organization shall react promptly and appropriately to disclosures of conflicts of interest, to ensure, *inter alia*, that the impartiality and objectivity of the CERN contributor is not influenced or compromised, or perceived as such. It shall take the necessary measures to maintain the confidentiality of any private information disclosed.

2. Anti-Fraud Policy

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.

CERN is committed to responding to indications of fraud in a timely and effective manner, in particular by means of established investigation procedures.

CERN contributors are required to report suspicions of fraud in good faith, to their hierarchy, the Head of the Human Resources Department or the Internal Audit, as they deem appropriate. CERN contributors who are not satisfied that the necessary follow-up action has been taken should contact the Internal Audit.

The Organization will protect contributors who make such reports from any form of retaliation.

Detailed guidelines on the Conflict of Interest Policy are available at <https://cds.cern.ch/record/2007470/files/ColGuidelines.pdf> .

If you are unsure about any aspects of these policies, you may seek clarification and/or advice from any of the following sources: your hierarchy, the Human Resources Department or the Internal Audit.