

CAPhO Volunteer Participation and Conflict of Interest Policy

The Canadian Association of Pharmacy in Oncology (CAPhO) is committed to transparency and the effective management of financial and professional relationships. The selection and participation of individuals in leadership roles, Committees and Task Forces will be guided by the following principles:

- Encouraging participation by highly qualified individuals whose expertise advances CAPhO's mission and objectives;
- Requiring the disclosure of all relevant financial, professional, and personal relationships that may constitute an actual, potential, or perceived conflict of interest;
- Restricting participation in Committees, Task Forces, discussions, or decision-making processes when conflicts of interest cannot be appropriately managed, including requiring recusal from specific agenda items or discussions, limiting access to relevant information, and empowering the Chair and/or Board Directors to request recusal or otherwise restrict involvement in related activities or decisions where an actual, potential, or perceived conflict of interest exists;
- Promoting transparency, accountability, and public trust in CAPhO's governance and volunteer leadership activities.