



REGISTRATION POLICY

CONFLICT OF INTEREST AND IMPARTIALITY

Version 1.0, January 30, 2026

Words and terms that are capitalized throughout this document have definitions that are specific to this set of policies. Please refer to these Defined Terms when reviewing this and other registration policy documents.

PURPOSE

To ensure fairness and impartiality in the review of Applicants by avoiding situations and circumstances where there is a real or perceived conflict of interest or bias. Conflicts of interest are addressed in order to uphold and protect the public interest with respect to the regulation of the engineering and geoscience professions in British Columbia¹.

POLICY

All reviewers must declare a conflict of interest if one exists, and necessary measures must be taken to avoid bias in decisions or recommendations.

Reviewers involved in the application process include Engineers and Geoscientists British Columbia (the Organization) staff, Credentials Committee members, and Registration Subcommittee and/or Panel members including academic examiners, interviewers, and competency Assessors.

This policy is not intended to fetter the discretion of the Credentials Committee. The Credentials Committee has discretion to determine whether a conflict of interest or issue of bias is present during an application process, and how to best promote fairness and impartiality in the specific circumstances.

CONFLICT OF INTEREST AND ISSUES OF BIAS

A conflict of interest is a situation in which a person becomes unreliable because a professional or personal benefit may exist that clashes with the person's professional duties.

¹ It is Engineers and Geoscientists British Columbia's responsibility to establish and employ registration, investigation and discipline procedures that are transparent, objective, impartial, and fair, pursuant to section 22(2)(i) of the *Professional Governance Act*.

Situations and circumstances in which there is a real or perceived conflict of interest must be avoided and properly disclosed with necessary measures taken, so a conflict of interest does not bias decisions or recommendations.

A conflict of interest arises when:

- the reviewer is in a relationship with another person (individual, corporation or other legal entity) who relies on the reviewer to exercise professional judgment in that other person's interest; or
- the reviewer has an interest that tends to interfere with the proper exercise of the reviewer's professional judgment.

Bias arises when a reviewer has prior knowledge of an Applicant or an Applicant's company or employer, and that knowledge prevents the reviewer from conducting their review impartially. Determining whether bias exists is not always straightforward. For example, if a reviewer has had negative dealings with an Applicant's company, it may influence the reviewer's ability to be impartial.

PROCEDURE

In a case where a conflict of interest may be present, it is the responsibility of both the Applicant (in the case of an interview) and the reviewer to raise any concerns to Organization staff at the earliest opportunity. If an informed person, aware of all the relevant circumstances, would reasonably conclude that the reviewer is self-interested in the outcome of the application review, a conflict of interest exists.

Any involvement or business relationship between a reviewer and the Applicant or the Applicant's employer or company does not necessarily mean a conflict of interest exists. If the interest is very tenuous or will only arise if an improbable sequence of events were to occur, there is no conflict.

In a case where bias may be present, it is the responsibility of both the Applicant and the reviewer to bring any relevant information to the attention of Organization staff, who can then make a decision regarding any bias or appearance of bias.

If a real or perceived conflict of interest exists and will affect the reviewer's duty to be impartial, staff will find another reviewer.

COMMITMENT TO IMPARTIALITY

A panel member who believes they have a personal or professional conflict of interest should proceed as follows:

1. Declare the conflict of interest upon becoming aware of it.
2. Leave the meeting when the issue is discussed, to avoid any possibility of influencing the votes of other members on the issue.
3. Avoid influencing the decision in any way (at the meeting or outside the meeting).

A member who is not sure whether they have a real or perceived conflict of interest or bias should declare this concern to the staff support for the committee who may seek legal advice on the issue. Meeting minutes will record any departures from meetings because of a conflict of interest or issue of bias.

RELATED POLICIES

Please refer to the [Registration and Reinstatement Policies](#) page to view all relevant policies.

VERSION HISTORY

VERSION NUMBER	PUBLISHED DATE	DESCRIPTION OF CHANGES
1.0	January 30, 2026	Initial version.