

Appendix to the Volunteer Code of Conduct:

Guidelines for Dealing with Conflicts of Interest

Rhodes Scholarships Selection Process

Selectors and Selection Committee members

In selecting Rhodes Scholars, volunteers for the Rhodes Trust must always avoid perceptions of possible bias and potential conflicts of interest.

- Volunteers should not serve as a Rhodes selector if
 - their relative(s) or personal friend(s) will be applying for the Rhodes Scholarships in that year of selection;
 - they or their near relatives (e.g. spouse) have written a letter of recommendation for any applicant in their constituency (in their district or region, for larger constituencies);
 - they act as a formal advisor to applicants;
 - for the US or Canada: they sit on a college or university committee whose purpose is to endorse applicants.
- In general, potential volunteers for selection should ask themselves if they have any role or relationship that could reasonably lead any applicant or outside observer to think they might have a conflict of interest.

If any situation exists or develops where a question could reasonably be raised about a potential conflict, please raise the issue with either the National Secretary or the Selection Committee's Regional, District or State Secretary.

If the above holds true, this does not mean that the volunteer may not serve as a selector - there may be acceptable ways to proceed that will protect the integrity of the Rhodes Scholarships selection process. A relationship may exist that is not disqualifying - for example, an applicant from a university whose president is on the Selection Committee, or the son or daughter of a professional partner or colleague. In such cases, the National Secretary will consider whether a special procedure to reduce or eliminate any possible or perceived bias should be introduced - for example:

- recusal from participation in the short-listing decision for that applicant; or
- abstention from questioning the applicant in the interview; or
- refraining from speaking in selection deliberations until all other selectors have expressed an opinion.

Good judgement is essential, as appearances of bias can do much damage.

The National Secretariat

For the members of the National Secretariat, the same considerations apply in terms of avoiding perceptions of possible bias and potential conflicts of interest.

Regional/District/State Secretaries should not serve on a Selection Committee where a near relative is applying.

National and Deputy Secretaries

If a near relative is applying in the constituency of a National Secretary or a Deputy Secretary, then the Secretary should recuse themselves for one year, for that selection round, and not take part in:

- the short-listing process, and any deliberations/decisions taken therein;
- the interview and any questioning of that candidate;
- the final deliberation process, and any decisions taken on the Scholarship winners for that selection round.

Note that if the near relative is able legitimately to apply in a different jurisdiction or constituency then this should be considered as a permissible route to avoid any conflicts of interest.

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