

Administrative Procedure 401

NEPOTISM

Background

Members of an immediate family may hold positions in the School Division.

For purposes of this procedure, immediate family means those relatives or step-relatives bearing the following relationships to the employee or the employee's spouse: spouse, domestic partner, parents, grandparents, siblings, children and grandchildren. It also includes any other relatives not listed above for which the employee or spouse is a legal guardian or that are living in the employee's home.

Direct supervision is considered to be supervision that involves the assignment of duties or related responsibilities

Procedures

1. Relatives of employees may be hired provided there is no opportunity to exercise favouritism or there is no conflict of interest present for the person involved.
 - 1.1 An individual who is a relative of an applicant is to disqualify him/herself from that hiring process.
2. Employees are prohibited from being in direct supervision of an immediate family member in any capacity, except in exceptional circumstances with approval from the Board.
3. When an employee marries another employee or is in a common-law relationship with another employee, and a potential, perceived or real conflict of interest or favouritism arises, an alternative place of work is to be sought for one (1) of the employees by the Human Resources Department. In such cases, the wishes of the employees are to be taken into account if possible.

Approved: March 2021

Reference: Section 52, 53, 222 Education Act
Freedom of Information and Protection of Privacy Act
Human Rights, Citizenship and Multiculturalism Act
Canadian Human Rights Act
Canadian Multiculturalism Act
Charter of Rights and Freedoms