



NEPOTISM

Background

The Division seeks to foster an environment in which people are treated with respect and trust. Employment of family members may be problematic because such situations can create a conflict of interest, an appearance of favouritism, and increased potential for a hostile work environment. Because of these concerns, the Division is sensitive to circumstances in which relatives of employees might be hired, transferred, or promoted to positions where one relative might have influence over any of the following: a relative's employment, transfer, performance evaluation, salary administration, promotion or other employment-related decisions.

Procedures

1. Any person in a position to recommend, hire, evaluate, transfer, or determine placement of a relative shall discuss the matter with the Superintendent or designate, and withdraw from the decision-making process if so directed by the Superintendent or designate.
2. If a relationship develops during the course of employment that would violate this procedure, Division Office personnel will work with the individuals involved to ensure the needs of students in the school shall continue to be met in a professional manner.
3. If a relationship exists between staff members who work together in the same school or department, evaluation and recommendations concerning performance and/or salary will be accomplished at the next higher level of supervision.
4. Relationships covered by this procedure include the following: spouse, spousal equivalents, parents, grandparents, brothers, sisters, children, grandchildren, aunts, uncles, nephews, nieces, cousins, and relatives by marriage (in-laws).

Reference: Section 33, 52, 53, 55, 68, 197, 198, 199, 203, 204, 205, 222, 225, 229 Education Act
Freedom of Information and Protection of Privacy Act
Human Rights, Citizenship and Multiculturalism Act
Canadian Human Rights Act
Canadian Multiculturalism Act