

CONFLICT OF INTEREST, EMPLOYMENT PROCESS

General

Turtle Mountain School Division believes every person has the right to equality of opportunity, based upon qualifications, with respect to employment and/or promotion.

Non-discrimination, as defined by the Human Right's Code.

Note: For the purpose of this policy - an immediate relative is defined as father, mother, son, daughter, brother, sister, and spouse (including common-law).

Employment

No employee of the Division shall:

- a) be involved in any aspect of the employment process, including the hiring of substitutes, when any of the applicants are members of the employee's immediate family.
- b) exercise any influence over anyone which would result in the hiring of an immediate relative.

Supervision

Where a supervisor has a member of his/her immediate family on staff, the Superintendent/CEO shall:

- a) ensure a different person evaluates the employee, or
- b) assigns the employee where there is no potential for conflict of interest.