

CONFLICT OF INTEREST

General

The Turtle Mountain School Division believes that every person has the right to equality of opportunity based upon bona fide qualifications in respect of employment, employment advancement, and 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 candidate or 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 the supervisor has a member of his/her immediate family on staff, the Superintendent or the Secretary-Treasurer shall:

- a) have a different person evaluate the employee, or
- b) assign the employee where there is no potential for conflict of interest.