



## **1.0 POLICY**

- 1.1 In accordance with The School Act, the Board believes that every attempt shall be made to avoid situations that may constitute a conflict of interest for staff.

## **2.0 GUIDELINES**

### **2.1 Definitions**

- 2.1.1 “Conflict of Interest” is a set of circumstances that *creates a risk that* professional judgment or actions regarding the principal goals or mandate of the division will be unduly influenced or compromised to the advantage, either financial or professional, of a family member or friend of an employee of the division.
- 2.1.2 “Family Member” shall be defined as a spouse, child, parent, parent-in-law, grandparent, son-in-law, daughter-in-law, child of spouse and grandparent of spouse. This would also include common-law relationships.
- 2.2 The Superintendent shall normally delegate to the Associate Superintendent – Human Resources the responsibility to administer this Policy, and AP G 03 - Conflict of Interest.
- 2.2.1 Where it is the Associate Superintendent – Human Resources who is deemed to have a potential for Conflict of Interest, the Superintendent shall have this responsibility.

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References: *Admin Practice(s): Governance 3 – Conflict of Interest*