



Policy 2.90 Employee Conflict of Interest

The Board of Education expects the highest standards of conduct from its employees and views such behaviour as paramount in developing and maintaining the public's trust and confidence in the District. Complying with a high standard of conduct established by the Board is a condition of employment.

Subject to an employee's rights under a Collective Agreement, legislation or statutory regulation, employees of the District shall not place themselves in a position of conflict of their interest as an employee. Employees shall not place themselves in a position where their objectivity may be compromised or where there may be a public perception that such has occurred, in direct or indirect dealings on behalf of the District or a school.

Employees are expected to request a determination of the Superintendent or Secretary-Treasurer before engaging in any activity which might reasonably raise questions about a possible conflict of interest. The Superintendent is expected to request a determination of the Board before engaging in any activity that might reasonably raise questions about a possible conflict of interest.

Any activity which might reasonably be perceived by the employer as using the employment relationship for personal financial advantage will be viewed as a conflict of interest. Indirect pecuniary conflicts of interest will exist where an employee uses their position to decide or effectively influence a decision that would result in a pecuniary benefit to a relative, spouse, or business associate. School District premises, materials and equipment shall not be used for external business purposes, or for any other purpose which might compromise the interests of an employee or the District.

A breach of this policy is considered to be a serious breach of an employee's obligations that may result in discipline or dismissal. The Superintendent or designate will determine any question that might arise with respect to whether a conflict of employment interest exists.



Policy 108-2.90 Employee Conflict of Interest: ~~Employees and Trustees~~

Rationale:

The ~~School District No. 64~~ Board of Education expects the highest standards of conduct from its employees and views such behaviour as paramount in developing and maintaining the public's trust and confidence in the ~~district~~ District. ~~The requirement that~~ Complying with ~~employees comply with the~~ high standards of conduct established by the ~~board~~ Board is a condition of employment.

Policy:

Subject to an employee's rights under a Collective Agreement, legislation or statutory regulation, employees of ~~School District No. 64 (Gulf Islands)~~ the ~~d~~ District shall not place themselves in a position of conflict of their interest as an employee ~~of the district. Neither employees~~ Employees shall not place themselves in a position where their objectivity may be compromised or where there may be a public perception that such has occurred, in direct or indirect dealings on behalf of the ~~district~~ District or a school ~~with any individual, organization or corporation.~~

Employees are expected to request a determination of the Superintendent or Secretary-Treasurer before engaging in any activity which might reasonably raise questions about a possible conflict of interest. The Superintendent is expected to request a determination of the Board before engaging in any activity that might reasonably raise questions about a possible conflict of interest. _____

Any activity which might reasonably be perceived by the employer as using the employment relationship for personal financial advantage will be viewed as a conflict of interest. Indirect pecuniary conflicts of interest will exist where an employee uses ~~his/her~~ their position to ~~make a decision~~ decide, or effectively influence a decision, that would result in a pecuniary benefit to a relative, ~~partner~~ spouse, or business associate. School ~~district~~ District premises, materials and equipment shall not be used for external business purposes, or for any other purpose which might compromise the interests of an employee or the ~~school district~~ District. _____

A breach of this policy is considered to be a serious breach of an employee's obligations that may result in discipline or dismissal. The Superintendent ~~of Schools~~ or designate will determine any question that might arise with respect to whether a conflict of employment



interest exists.

~~Trustees are governed by Procedural Bylaw No. 2 with respect to determination of conflict of interest, and bound by conflict of interest provisions in Policy 107: Trustee Code of Conduct.~~

References:

- ~~School District No. 64 (Gulf Islands) Bylaw No. 2, Procedural Bylaw~~
- ~~Policy 107~~