



Policy: Teacher Hiring Conflict of Interest

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1.0 Policy Statement

- 1.0 This policy applies to all employees of the school board involved in teacher hiring.

2.0 Preamble

- 2.1 This policy is intended to facilitate employees' ability to maintain the highest business and ethical standards and to facilitate the protection of the integrity of employees in the course of their teacher hiring responsibilities to Superior North Catholic District School Board.
- 2.2 This policy defines and addresses potential, apparent and actual Conflict of Interest. It provides guidance to employees so that Conflicts of Interest are recognized and either avoided or resolved expeditiously through appropriate disclosure and management.
- 2.3 The fundamental principle underlying this policy is that employees must not permit relationships with others or external business activities to conflict, or appear to conflict, with the interests of the Superior North Catholic District School Board.

3.0 Definitions

- 3.1 **Conflict of Interest** means a potential, apparent, or actual conflict where an employee's financial or other personal interest, whether direct or indirect, conflicts or appears to conflict with the employee's responsibility to the Board or with the employee's participation in any recommendation or decision pertaining to teacher hiring within the board.
- 3.2 **Employee** means full-time or part-time employees of the school board involved in teacher hiring.
- 3.3 **External Activity** means any activity of an employee outside the scope of their employment with the school board undertaken as part of a commercial or volunteer enterprise.
- 3.4 **Relationship** means any relationship of the employee to persons of their immediate family whether related by blood, adoption, marriage, or common-law relationship, and any relationship of an intimate and/or financial nature during the preceding five years, any student-supervisor relationship, or any other past or

present relationship that may give rise to a reasonable apprehension of bias.

3.5 **Supervisor** means the person to whom an employee reports.

4.0 Specific Conflict

4.1 Without restricting the generality of this policy, the following circumstances may give rise to a Conflict of Interest:

4.1.1 participating in or influencing the outcome of the appointment, hiring, promotion, supervision, or evaluation of a person with whom the employee has, or has had, a relationship;

4.1.2 acceptance by an employee of a gift from any of the following persons or entities if a reasonable person might conclude that the gift could influence the employee when performing hiring duties with the School Board:

a. a person, group, or entity that has dealings with the school board

b. a person, group, or entity to whom the employee provides services in the course of their duties to the School Board

c. a person, group, or entity that seeks to do business with the School Board

4.2 An employee who is offered a gift in the circumstances described in 4.1.2 above shall, in writing, notify their supervisor.

5.0 Procedures for Disclosure of Conflict of Interest

5.1 All employees have an obligation to disclose to their Supervisor or the Director of Education any conflict of interest. The employee must disclose in writing as soon as they could reasonably be aware that a conflict of interest exists. The existence of a conflict of interest does not necessarily preclude involvement in the issue which has given rise to the conflict ("the matter"). The employee must declare, in writing, the nature and extent of the conflict of interest no later than any meeting or process in which the employee participates and at which the matter is to be considered. The employee must refrain from taking part in any discussion or decision-making in relation to the matter and withdraw from any meeting or process when the matter is being discussed until a decision has been reached

regarding the manner in which the conflict of interest will be addressed.

- 5.2 A conflict of interest involving an employee may also be reported to a Supervisor by any other person. A report to a Supervisor about the existence of a potential, apparent or actual conflict of interest shall be made in writing.

6.0 Procedures for the Management of Conflict of Interest

- 6.1 If the Supervisor or Director of Education to whom the disclosure is made also has a conflict of interest, the disclosure should be made in writing to the person at the next highest level of authority.
- 6.2 The Supervisor or Director of Education will investigate to determine if a conflict of interest exists. Where appropriate, the Supervisor or Director of Education may consult with the employee and/or others.
- 6.3 If the Supervisor or Director of Education determines there is a conflict of interest, the Supervisor or Director of Education should resolve the matter as per section 7 below and shall document, in writing, any remedies that have been applied.

7.0 Options for Conflict of Interest

- 7.1 If a Supervisor or Director of Education determines that a conflict of interest exists, the supervisor or Director of Education will decide a course of action from the following options:
 - 7.1.1 If the matter pertains to section 4.1.1 above and where the employee may be knowledgeable and have information central to the discussion, the employee with a conflict or appearance of a conflict may be permitted to be involved in the matter without participating in the final decision described in section 4.1.1 above.
 - 7.1.2 If an employee fails to disclose a conflict as per section 5 above, a range of remedies can be applied, up to and including the termination of employment.

8.0 Contraventions of this Policy

- 8.1 Adherence to this policy, in letter and in spirit, is crucial to the relationships of trust that exist between the Board, its employees, and the public. Contraventions of this policy, whether arising from dishonesty or inattention, undermine these relationships and may lead to disciplinary action. For employees, disciplinary sanctions for breach of this policy may take a range of forms appropriate to the nature of the contravention and could include dismissal from employment.

References

- [PPM-165](#)
- [P HR-521 Progressive Discipline / AP HR-521 Progressive Discipline](#)

Approval and Review Dates

Prior Date Approved: N/A

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Reviewed by: Policy Committee, Administrative Council