



SCHOOL DISTRICT NO. 64

POLICY 108 Conflict of Interest: Employees and Trustees

*“Inspire learners, Integrate sustainability,
Involve community”*

Section: Governance

Dates of Revisions:

Date of Adoption and

Resolution Number: June 13, 2018 -76/18

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. The requirement that employees comply with the high standards of conduct established by the 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) shall not place themselves in a position of conflict of their interest as an employee of the district. Neither employees shall 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 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 position to make a decision, or effectively influence a decision, that would result in a pecuniary benefit to a relative, partner, 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 school 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