

Background

Pembina Hills School Division welcomes the opportunity to hire and retain qualified employees who are related to one another and will not discriminate on the basis of marital or family status. We endeavor to minimize the potential for personal conflicts from outside the work environment being carried into day-to-day working relationships.

Definitions

Nepotism – the practice of using influence and power to grant positions or to show favouritism by bestowing privileges to a close relative.

Family status – the status of being related to another person by blood, marriage or adoption.

Marital status – the status of being married, single, widowed, divorced, separated, or living with a person in a conjugal relationship outside of marriage.

Close relative - means any person who is a:

- a. Spouse – husband, wife, common-law spouse, partner, ex-spouse
- b. Child – daughter, son, foster child, step-child, daughter-in-law, son-in-law
- c. Sibling – brother, sister, brother-in-law, sister-in-law, foster sibling or step-sibling
- d. Parent – father, mother, parent-in-law, foster parent, step-parent
- e. Grandparent – grandparent, grandparent of spouse/partner

Procedures

1. An employee who is related to a candidate for employment shall not be involved in any aspect of the recruitment or selection processes.
2. Employees shall not directly supervise, or be directly supervised, by a person to whom they are related because of family or marital status.
3. Relatives of current employees may not be employed where financial or management decision-making of the division may be affected by working with a relative (i.e.) one relative is obligated to audit the expenses of the other relative.
4. Employees may not use their authority or position to benefit or disadvantage another employee related because of family or marital status.
5. Division employees are public servants, and therefore are responsible for demonstrating objectivity and impartiality in their day-to-day duties and their decision-making, whether related to staffing, financial awards or penalties, program operation or any other responsibility. Therefore, employees are prohibited from granting preferential treatment or advantages to family, friends or any other person or entity.
6. In exceptional circumstances, an exemption may be granted by the Superintendent.