



# POLICY

# HR-07

## CONFLICT OF INTEREST RELATED TO HIRING, SELECTION, PROMOTION AND EVALUATION OF EMPLOYEES

<b>Superintendent Responsible:</b> Superintendent of Human Resources	<b>Initial Effective Date:</b> 2021/06/01
<b>Last Updated:</b> 2026/02/23	<b>Next Review Date:</b> 2030/02/25

### Objective:

To define and provide clear guidelines to address potential, apparent, and actual conflicts of interest when fulfilling hiring, selection, promotion, and evaluation of an employee(s).

### Policy Statement:

The Grand Erie District School Board (Grand Erie) is committed to advancement in qualifications, merit, and principles of equity. This is intended to facilitate an employee's ability to maintain the highest business and ethical standards, and to facilitate the protection of the integrity of an employee(s) in the course of their hiring and supervision responsibilities to Grand Erie.

### Reference(s):

- Conflict of Interest related to Hiring Selection Promotion Procedure (HR-007)
- Equity and Inclusive Education Policy (SO-14)
- Equity and Inclusive Education Procedure (SO-014)
- Ministry of Education School board teacher hiring practices policy (PPM 165)
- Progressive Discipline Procedure (HR-018)