



Policy Information	
Policy No:	AD-HR-1.12
Approved by:	Executive Management
Approval Date:	September 5, 2013
Executive Responsible:	Executive Dir. of Human Resources
Administrator Responsible:	Executive Dir. of Human Resources
Date of Next Review:	September 2018

EMPLOYMENT OF A RELATIVE

Policy Statement

The College of New Caledonia is committed to hiring the most qualified applicant for any College position and demonstrating judgment and sensitivity to the principles of recruitment and the BC Human Rights Act. Accordingly, the College affirms that there will be no discrimination against an employee by reason of family relationships to other employees, except where relationships such as marriage or other family relationships are deemed to be potentially detrimental to the College. (For example, where detrimental fiscal or policy collusion could occur, or where confidentiality could be compromised.)

Purpose / Rationale

To ensure employees are not discriminated against in hiring due to family relationship or placed in positions where a conflict of interest may occur as a result of a family relationship.

Scope / Limits

All Employees of the College

Principles/Guidelines

Employees involved in a personal relationship outside work which compromises objectivity, or the perception of objectivity, should avoid being placed in a direct reporting relationship to one another.

For example, employees who are direct relatives or who permanently reside together may not be employed in situations where:

- A reporting relationship exists where one employee has influence, input, or decision-making power over the other employee's performance evaluation, salary, premiums, special permissions, conditions of work, and similar matters; or
- The working relationship affords an opportunity for collusion between the two employees that would have a detrimental effect on the Employer's interest.

The above restriction on working relationships may be waived provided that the President and the Executive Director of Human Resources are satisfied that sufficient

safeguards are in place to ensure that the Employer's interests are not compromised. Waivers will be in writing and will be signed by the directly involved employees, the President and the Executive Director of Human Resources.

Definitions

1. Family relationship includes the spouse, common-law spouse, partner, parent, grandparent, sibling, son, daughter or any other familial relationship.

Legislative and Collective Agreement References

Human Rights
CUPE Collective Agreement Article 4.1

Links to Other Related Policies, Documents and Websites

B.C. Human Rights Act

Previous Policy Amendments

Amendment:	Date:
#1	November 23, 1990 (Previously Nepotism Policy)
#2	September 5, 2013