

DUFFERIN-PEEL CATHOLIC DISTRICT SCHOOL BOARD

BOARD POLICY / REGULATIONS

Board Policy Number:	4.22
Subject:	Supervision of Family and Relatives
Effective Date:	(229) April 6, 1993; Revised May 1, 1995; (082) January 25, 2011

This policy applies to all employees of the Board. For the purpose of this policy, family and relatives are defined as:

- i) Spouse;
- ii) Parent (including a parent in-law, step-parent or foster parent);
- iii) Child (including step-child or foster child or daughter-in-law or son-in-law);
- iv) Grandparent (including step-grandparent);
- v) Grandchild (including step-grandchild);
- vi) Spouse of a child;
- vii) Sibling (including a brother-in-law, sister-in-law); or,
- viii) Relative who is dependent on the employee for care or assistance.

Supervisory Relationship

No family and/or relatives are permitted to work together if this places them in a supervisory relationship, either in a subordinate or supervisory role to each other. A supervisory relationship is an employment relationship where one family member or relative has direct authority in the same school or department over a family member's or relative's employment through decisions, recommendations or judgments.

It is the responsibility of employees to declare a conflict to their current Supervisor/Manager when a family relationship develops that puts them in a supervisory relationship.

In situations where a conflict or potential conflict involves a transfer of a family member or relative and, where in the opinion of the Supervisor/Manager the concern has sufficient validity, the family member/relative will not be transferred.

Any exceptions must be approved by the Director of Education.