



<u>DUFFERIN-PEEL CATHOLIC DISTRICT SCHOOL BOARD</u> <u>POLICY</u>	
POLICY NUMBER:	P-1000
SUBJECT:	Staffing
REFERENCE:	P-1008 Conflict of Interest
EFFECTIVE DATE:	April 26, 2010
AMENDED DATE:	December 15, 2020; October 22, 2024

“Whatever your task, put yourselves into it, as done for the Lord and not your masters, since you know that from the Lord you will receive the inheritance as your reward; you serve the Lord Christ.” Colossians 3:23-24

Legal References

1. Staffing in the Dufferin-Peel Catholic District School Board (DPCDSB) is undertaken in accordance with: the *Ontario Human Rights Code*; school district collective agreements, both central and local; and the *Education Act* and all applicable regulations thereunder, including, but not limited to, Ontario Regulation 298: Operation of Schools.

Fair and Non-Discriminatory Hiring Practices

2. DPCDSB recognizes that any form of discrimination or oppression is incompatible with Catholic moral principles and is in violation of the *Ontario Human Rights Code*. DPCDSB recognizes that discrimination, prejudice, and oppressions can be related to the following: citizenship, race, place of origin, ethnic origin, colour, ancestry, disability, age, creed, sex/pregnancy, family status, marital status, sexual orientation, gender identity, gender expression, receipt of public assistance (in housing), and record of offences (in employment).
3. DPCDSB strives to ensure that all employment policies and practices are non-discriminatory and is committed to the identification and removal of barriers for candidates from Indigenous and equity-seeking backgrounds to enter the teaching profession, within the context of the denominational rights of Catholic school districts.
4. DPCDSB is committed to a fair hiring process, which is free from any bias and/or conflict of interest. DPCDSB prioritizes and establishes, as available, diverse hiring and selection panels.

Conflict of Interest

5. DPCDSB is committed to a fair and transparent hiring process and shall give due regard to avoid any conflicts of interest, including nepotism and favouritism. No employee of DPCDSB shall participate in, or influence the outcome of, the hiring of a person with whom the employee has a relationship.

6. No family and/or relatives are permitted to work together if such employment places them in a supervisory relationship, either in a subordinate or supervisory role to each other. It is the responsibility of employees to declare a conflict to their current supervisor or manager when a family relationship develops that puts them in a supervisory relationship.

Educator Hiring

7. DPCDSB is committed to ethical, fair, and transparent hiring practices that focus on bonafide job requirements. Teacher candidate selection is based on a combination of their teaching qualifications, any additional experiences, or skills they bring to the role and differentiated evaluation criteria in a variety of different formats.
8. As permitted under Section 24(1) of the *Ontario Human Rights Code*, preference shall be given to Catholic applicants when filling teaching positions, as well as the roles of school principals, vice principals, and instructional superintendents.
 - a. DPCDSB shall make every effort to staff all schools with qualified, certified Catholic teachers.
 - b. All applicants to the position of Principal shall successfully complete, as a minimum requirement, a Religious Education Specialist.

Appointments

9. Governance under the *Education Act* gives the Board of Trustees' responsibility for the appointment of the Director of Education, who shall be the Secretary of the Board.
 - a. The Director of Education is the only DPCDSB official who reports directly to the Board of Trustees. All other staff, including supervisory officers, report to the Director of Education.
 - b. The Director of Education shall notify the Board of Trustees of all proposed appointments, transfers, promotions, and leaves of absence of superintendents, principals, and vice principals.