



<u>DUFFERIN-PEEL CATHOLIC DISTRICT SCHOOL BOARD</u> <u>BOARD POLICY</u>	
Board Policy Number:	P-1014
Subject:	Tutoring or Counselling of Students/Providing Respite Care/Students as Clients in Employees' Private Professional Clinical Practice
References:	P-0004 : Code of Ethics – All Staff GAP0002 : Code of Ethics – All Staff GAP1013 : Tutoring or Counselling of Students/Providing Respite Care/Students as Clients in Employees' Private Professional Clinical Practice
Effective Date:	(298) October 28, 2008; Revised (092) February 24, 2015; June 2025

*"I give you sound learning, so do not forsake by teaching."
Proverbs 4:2*

1. The Dufferin-Peel Catholic District School Board recognizes that Board employees may engage or participate in some form of outside employment, by way of part-time jobs or other pursuits, from which they may gain personally or financially. This policy is applicable to all employees when they engage in any external interaction/service with financial compensation with students..
2. The Board recognizes that employees herein must adhere to their respective professional standards under the *Education Act*, the *Ontario College of Teachers Act*, and other designated legislation governing professionals, as well as to their specific professional codes of ethics/conduct where these exist. Not doing so would result in actions deemed by the Board to be either unprofessional, unethical or inappropriate, and not compliant within Board policy.
3. Engagement in such outside employment by employees must not interfere with the performance of their duties as an employee of the Board nor have any impact/influence on the education of students that they support.
4. Employees must not advertise their services as "employees of DPCDSB", nor as being affiliated with DPCDSB.
5. Employees are prohibited from soliciting business from current students enrolled in any DPCDSB school or program or their parents/guardians.
6. Employees are advised to be aware of any potential conflict of interest, either real or perceived, and to follow the appropriate reporting requirements in the event of a potential conflict of interest.
7. Employees should not gain financially from students or their parents/guardians by virtue of being an employee of DPCDSB (i.e. if you weren't an employee, would you be in the same position/have the opportunity to profit).