

West Central Abilities Inc.

Section: Human Resources

Area: Recruitment

Policy Title: Family Hires/Nepotism

Policy Statement: West Central Abilities Inc. will exercise discretion when hiring new employees who are family members of current employees, while in compliance with the Saskatchewan Employment Act and the Human Rights Code.

Procedure:

Family members of current employees may be hired, promoted, or transferred under the following conditions:

- a. There is no actual conflict of interest or perceived conflict of interest.
 - b. Family members cannot have a supervisor/subordinate relationship at work.
 - c. Related employees may have no influence over the wages, hours, benefits, career progress, and other terms and conditions of any other related staff members.
1. Employees who marry or become family may continue employment as long as the above conditions are met.
 2. Children of employees and volunteers may be considered for summer student employment provided the above conditions are met.
 3. 'Family' is identified as:
 - the employee's spouse, parent, grandparent, child, grandchild, brother or sister or the spouse of the brother or sister; or
 - the employee's spouse's parent, grandparent, child, grandchild, brother or sister or the spouse of the brother or sister.

'Spouse' is identified as:

- The (legally married) wife or husband of an employee; or
- A person with whom an employee cohabits and has cohabited as spouses:
 - Continuously for a period of not less than two years; or
 - In a relationship of some permanence, if they are the parent of a child