



FIELD HOCKEY CANADA

Field Hockey Canada Anti-Nepotism Policy

Purpose:

Field Hockey Canada (FHC) is committed to ensuring that all staff and volunteer appointments are made based on a fair and equitable review of the requirements of the position against the qualifications, skills and competencies of each candidate and that there is no real, potential or perceived conflict of interest through this process.

Application:

This policy applies to FHC's Board of Directors, employees, registered participants and volunteers. It is intended to avoid conflicts of interest, perceived conflicts of interest or a reasonable apprehension of bias as it relates to decisions governing FHC's operations.

Policy Statement:

This policy is to be read and interpreted in conjunction with FHC's Conflict of Interest Policy.

Unless approved in writing by the FHC Board or FHC's CEO, after full disclosure of all relevant relationships and recusal of parties as may be warranted, an individual will not be eligible for employment or volunteer appointment in the following circumstances:

1. Where he or she will be in a direct/indirect supervisory-subordinate relationship with his/her immediate family member.
2. Where he or she may be in a position to make decisions that could likely impact an immediate family member.
3. Where he or she has an immediate family member serving on FHC's Board or any Committee which has authority to review or make decisions that could likely impact such immediate family member.



FIELD HOCKEY CANADA

Definitions:

For the purposes of this policy, “Immediate Family” means:

- spouse, common-law partner, or any person with whom the individual is living as a spouse outside of marriage
- parent, including step-parent and legal guardian
- child, including step-child and grandchild
- siblings and children of siblings
- aunt/uncle, niece/nephew (blood relative only)
- in-laws, including mother/father, sister/brother, daughter/son
- any person who lives with the individual on a permanent basis

Process:

This policy will apply for all hiring and/or appointment decisions.

FHC reserves the right to exercise appropriate managerial judgment to take such actions as may be necessary to achieve this intent of this policy. FHC also reserves the right to vary from the guidelines outlined in this policy to address unusual circumstances on a case by case basis. It is the responsibility of every individual covered by this policy to identify to the Chief Executive Officer or Board Chair any potential or existing personal relationship which falls under the definitions provided in this policy. Employees who fail to disclose personal relationships covered by this policy will be subject to disciplinary action up to and including the termination of employment.

Approved: February, 2020