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Board Governance Policy Cross Reference: [1](#), [4](#), [12](#)

- f) Private endeavors must not provide the appearance of an opportunity for wrongdoing or unethical conduct. Private endeavors are all those aspects of an employee's activity outside those connected with official Interlake School Division duties. These include:
 - i. financial interest;
 - ii. paid and unpaid activities beyond official duty; and/or
 - iii. relationships with third parties who may be:
 - employed by the Interlake School Division
 - doing business with the Interlake School Division and/or
 - seeking employment or benefits from the Interlake School Division.
- g) It is recognized that certain employees of the Division may belong to professional associations and that such employees are expected to adhere to the codes of conduct as established by their respective professional associations. It is not intended that this policy infringe on the said codes of conduct.

2.

- a) Employees of Interlake School Division shall be deemed to be in conflict of interest if they:
 - i. Are party to a subsisting contract with the Division pm8nBT/F1 1 1F1 1An(4)(o)-6(a)9c3(o)7(n)-7(

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