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1. Subject to an employee's rights under a Collective Agreement, legislation or statutory regulation, employees of School District No. 38 (Richmond) shall not place themselves in a position of conflict of their interest as an employee of the district. Employees shall not place themselves in a position where their objectivity may be compromised or where there may be a public perception that such has occurred, in direct or indirect dealings on behalf of the district or a school with any individual, organization or corporation.
 2. Any activity which might reasonably be perceived by the employer as using the employment relationship for personal financial advantage will be viewed as a conflict of interest. Indirect pecuniary conflicts of interest will exist where an employee uses his/her position to make a decision, or effectively influence a decision, that would result in a pecuniary benefit to a relative, partner, or business associate.
 3. School district premises, materials and equipment shall not be used for external business purposes, or for any other purpose which might compromise the interests of an employee or the school district.
 4. The Superintendent of Schools, or designate, will determine any question that might arise with respect to whether a conflict of employment interest exists. Employees are expected to request a determination in writing of the Superintendent before engaging in an activity which might reasonably raise questions about possible conflict of interest.