

Employee Relationships With Clients Policy:

It is the policy of the Pinnguaq Association that none of its service provider employees, or partner organizations maintain any inappropriate involvements and/or relationships with clients who are receiving services through Association programs.

In this case, 'clients' refers to pupils in the te(a)ch or Code Club programs.

Examples of inappropriate and/or problematic dual relationships may include:

1. Romantic/dating
2. Employee-employer
3. Direct family member
4. Commercial business involvement; this includes buying and selling goods or services.
5. Any sexual relationship.

Examples of inappropriate behavior include:

- Fraternization; socializing outside of delivery of approved Pinnguaq Association job duties.
- Sexual contact;
- Consumer exploitation;
- Solicitation of client services for any personal reasons;
- Paying clients to behave in a specific way;
- Financial interactions of any sort, including loaning money and selling items of any type to a consumer;
- Charging consumers money to perform additional duties;
- Yelling and/or swearing at a consumer;
- Taking any action which could be construed as a violation of the consumer's human rights, including accessing client information for personal reasons; and
- Providing and/or denying services unequally amongst clients.

Any violation of this policy may result in disciplinary action up to and including dismissal, at the discretion of the Pinnguaq Association Board of Directors.