

TA'AN KWÄCH'ÄN COUNCIL

Aboriginal Human Resource Development Strategy
(AHRDS)

Interim Policy

**ABORIGINAL HUMAN RESOURCE DEVELOPMENT STRATEGY (AHRDS)
INTERIM POLICY**

Section: Appeal Process

Effective Date: 19 January 2004
Authorized By: Board of Directors

1.0 Appeal Process

SCOPE All applicants, the TKC HRDC and Project Manager (the "Manager), and the Appeals Committee.

PURPOSE To provide a process for appeals by applicants.

POLICY Where an application or proposal has been rejected or deferred by the Manager, applicants retain the right to appeal the respective decision.

Appeals must be made in writing and within ten (10) working days following the Manager's decision.

The Manager as the first and the Appeals Committee as the second stage will hear and review appeals with the appellant and, if clarification is required, consult with the Manager.

The Appeals Committee will hear and review the appeal within ten (10) working days following the filing of the appeal by the appellant.

The decision of the Appeals Committee will be final provided that it does not contravene a law passed by the TKC or a provision in the Aboriginal Human Resource Development Agreement.

In cases of appeals regarding personal and confidential matters, appeal hearings will be held in-camera.

**ABORIGINAL HUMAN RESOURCE DEVELOPMENT STRATEGY (AHRDS)
INTERIM POLICY**

Section: Conflict of Interest

Effective Date: 19 January 2004
Authorized By: Board of Directors

2.0 Conflict Of Interest

- SCOPE** All employees and Board of Directors (the "Board").
- PURPOSE** To prevent any perceived or real conflict of interest and ensure that honesty and impartiality may be beyond doubt.
- POLICY** Employees and the Board will not place themselves in a position where they may be under obligation to any person who might benefit from special considerations or to have monetary interests that could conflict in any manner with the discharge of the TKC delivery of AHRDS programming.
- Employees and the Board will not place themselves in a position where they could derive direct or indirect benefit or interest from the use of information acquired when such information is not generally available to the public or could derive direct or indirect benefit or interest from the delivery of AHRDS programming over which they can influence decisions.
- Employees and the Board will not give, as part of the delivery of AHRDS programming, preferential treatment to relatives or friends or to organisations in which they or their relatives or friends have an interest, financially or otherwise.
- The Appeals Committee will resolve all matters of conflict of interest with employees and the Board . A Appeals Committee decision in this regard is binding on the employee and the Board.