

# Children's Aid Society of the District of Thunder Bay Perquisites Policy

## Policy Statement:

The Society is committed to be in compliance with the *Broader Public Sector Accountability Act, 2010 (Part IV.1: Perquisites)*. The Act sets out provisions for perquisites that are allowable and those that are not. A perquisite refers to a privilege that is provided to an individual or to a group of individuals, provides a personal benefit, and is not generally available to others. The requirements set out in this document raise the level of accountability and transparency for designated broader public sector (BPS) organizations, contributing to greater alignment with the high standards expected in ministries and agencies of the Government of Ontario. The Government of Ontario is committed to protecting the interests of taxpayers and strengthening accountability for organizations that receive public funding.

## Requirements:

This policy covers all individuals in the organization. However, this policy does not apply to the following:

- provisions of collective agreements
- insured benefits
- items generally available on a non-discriminatory basis for all or most employees (e.g. an employee assistance program, pension plans)
- health and safety requirements
- employment accommodations made for human rights and/or accessibility considerations (e.g. special workstations, work hours, religious holidays)

The Society does not allow perquisites under any circumstances, including:

- an offer of employment letter, as a promise of a benefit,
- an employment contract, or
- a reimbursement of an expense.

**Approved by:** Director of Corporate & Human Resources

**Approved Date:** October 25, 2016