

E.8.8 Perquisites

1. Perquisites (“perks”) extended to any employee or Board Member of Christian Horizons which are not related to Christian Horizons’ established practices (e.g., years of service awards, negotiated discounts for employees) are generally prohibited.
2. The following perquisites are expressly prohibited and cannot be provided by any means, including an offer of employment, employment contract or reimbursement of expense:
 - a. club memberships for personal recreation or socializing purposes (e.g., fitness clubs, golf or social clubs),
 - b. seasons tickets to cultural or sporting events,
 - c. clothing allowances not related to health and safety or special job requirements,
 - d. access to private health clinics or medical services outside those provided by the provincial health care system or by the employer’s group insured benefit plans, and
 - e. professional advisory services for personal matters (e.g., tax or estate planning).
3. In exceptional circumstances where it is demonstrated to be a business-related requirement, the Senior Leadership Team may approve a specific perquisite for an employee or Board Member.
4. Perquisite information including details of the exceptional circumstances will be made publicly available.
5. Records must be kept regarding any perquisites that have been approved and received by employees. These records must be made available for verification or audit purpose.