

APPENDIX A

**GUIDELINES FOR AVOIDING CONFLICT OF INTEREST  
ON THE PART OF SCHOOL PSYCHOLOGISTS  
CONDUCTING PRIVATE PRACTICES**

The demand for psychological services to school-aged children is, in certain circumstances, beyond the scope of school privileges provided by the Province. Since school psychologists have the skills to meet these demands, they may find themselves in the position of being asked to provide, outside the school system, services to school-aged children. Such requests must be handled carefully so as to avoid any real or perceived conflict of interest on the part of the psychologist. The following conflict of interest procedures have been established, in keeping with the Canadian Psychological Association's Code of Ethics, the Provincial Administration Manual Conflict of Interest Policy ([AD-2915](#)) and the Department of Education's [Policy 213 – Conflict of Interest](#).

1. A school psychologist is permitted to provide private psychological services to school-aged children only when:
  - a) the psychologist does not offer the same services to children privately that they provide in the course of their work in the school system;
  - b) the services offered are not otherwise available in the community (e.g. due to geographical isolation, specialization of service sought); and
  - c) prior approval from the superintendent has been obtained.
2. A school psychologist who provides private psychological services is expected to exercise professional judgment with respect to the receipt of referrals for school-aged children. Referrals received for private services should be restricted to those from sources outside the school system, such as medical practitioners, lawyers, or through employee assistance plans.
3. In order to prevent conflict of interest or the appearance thereof, a school psychologist should refer all inquiries concerning private practice to the appropriate district office. District offices are encouraged to make available a list of private practitioners who serve school-aged children.
4. A school psychologist offering private psychological services **must not**:
  - a) provide private services during the hours that the psychologist is providing services paid by the school district;
  - b) use school district materials or resources in their private practice;
  - c) advertise private services within the school environment.