

4.2 **Allowable Perquisite** means a perquisite that is related to the business requirements of the University,

4.3 **Prohibited Perquisite** means a perquisite that is not related to the business requirements of the prohibited perquisites can include but are not limited to:

- club memberships for personal recreation or socializing purposes, such as fitness clubs, golf clubs or social clubs;
- season tickets to cultural or sporting events other than those sponsored or provided by the University;
- clothing allowances not related to health and safety or special job requirements;
- access to private health clinics and medical services outside those provided by the provincial ; and
- professional advisory services for personal matters, such as tax or estate planning.

5. Policy Statement

5.1 The University provides perquisites in limited and exceptional circumstances where the perquisite provides a business-related benefit to the University and is required for the effective performance of

5.2 Non-work related perquisites cannot be provided by any means, including: an offer of employment letter, as a promise of a benefit, an employment contract, or a reimbursement of an expense.

5.3 Disallowed perquisites will not be provided as a reimbursement of an expense or in any contract or other agreement of employment entered into by the University.

6. Allowable Perquisite Requirement Criteria

Perquisites are permitted only in limited and exceptional circumstances where it is demonstrated to be a business-

