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a)

b)

c)

### *Interview Scheduling*

*See Procedure 2.02b Candidate Interview Expenses*

*"I respectfully acknowledge that our Penticton, Kelowna and Vernon campuses are located on the traditional and unceded territory of the Syilx Okanagan, our Salmon Arm campus is located on the unceded territory of the Secwepemc, and our Revelstoke Centre is located on the unceded territories of the Ktunaxa, Secwepemc, Sinixt and Syilx.*

### *Union Observers*

### *Selection Process and Reference Checking*

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*References.*

*Employment References: A Guide to Obtaining*



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*Approved by Policy Sponsor - AVP, People Services (G. Henderson):*

*Approved by Director, People Services (C. Rawson)*