

Policy Title:

Nepotism

Code No. **401.16**

The District may employ more than one member of the same family. As with all employees, the employment of more than one individual in a family is a decision made on the basis of the individual's qualifications, credentials and records. Assignment of family members to the same building or department will be avoided, but is not prohibited, subject to review by the superintendent or designee.

Favoritism or other preferential treatment with regard to the employment of more than one individual in a family is strictly prohibited. No preferential treatment will be solicited or granted in any aspect of the employment relationship including, but not limited to, hiring, selection, assignment, evaluation, training, compensation, promotion, retention, discipline, or discharge.

No employee will directly supervise a family member.

For purposes of this policy family member is deemed to include individuals related within the third degree by birth or marriage. Family relationships covered by this policy include, but may not be limited to: spouse; parent (including step relationships); brother; sister; son or daughter (including step, adopted, foster, legal ward); in-law relations i.e. father, mother, brother, sister, son, daughter; grandparent; grandson or granddaughter; uncle; aunt; niece; nephew.

The superintendent or designee may recommend an exception to the restrictions in this policy on a case-by-case basis.

Date of Adoption: September 8, 2008

Date of Revision: April 22, 2013
April 7, 2014
August 8, 2016