

Dating and Nepotism

While we understand and respect employee's needs to develop personal relationships at work, the following rules apply in order to avoid workplace conduct that may negatively impact the work environment.

**Dating Or Romantic Relationships**

Employees who have a direct reporting relationship to each other are prohibited from dating. "Dating" means being involved in any kind of romantic or intimate relationship, and includes, but is not limited to, any sexual relationship or encounter.

**Nepotism**

Claims of favoritism, a conflict of interest, or problems with supervision, safety, security, or morale may exist when relatives have a direct or indirect reporting relationship to each other. As a result, nepotism is prohibited in direct reporting situations. Indirect reporting situations will be determined on a case by case basis by the Superintendent. Any exceptions to this policy to minimize the problems of supervision, safety, security, or morale can only be made by the Superintendent.

**Employee Obligations**

- \*Any employee who enters into or plans to enter into a dating or romantic relationship that violates this policy must advise his/her administration immediately.
- \*Relatives who experience a change in employment status and find themselves in a direct or indirect reporting relationship to each other must advise the administration immediately.
- \*In order to address a violation of this policy and to minimize problems of supervision, safety, security, or morale, the District may take such steps as it deems reasonable and appropriate to correct the violation, including but not limited to transferring or re-assigning one or both of the employees involved, demoting the management level employee, or terminating the management level employee.

Legal: IDAPA Code 15.04.01.026 Nepotism

Policy History

Adopted on: 8.28.2018

