

Adopted: August 11, 2008
Revised: _____
Last Reviewed: February 20, 2015
May 19, 2020

District 77 Policy 470

470 NEPOTISM POLICY

I. PURPOSE

The purpose of this policy is to establish consistent guidelines for the employment of immediate family members in the school district.

II. GENERAL STATEMENT OF POLICY

- A. The school district prohibits the assigning, transferring, or promoting of an employee if it results in direct supervision of an immediate family member.
- B. The school district prohibits the hiring of an employee if the hiring would result in direct supervision of an immediate family member.
- C. This policy shall be interpreted and applied consistently with mandates of federal and state equal employment opportunity and discrimination laws.

III. DEFINITIONS

- A. “Immediate family member.” An immediate family member includes: parent, spouse, child, sibling, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, or a member of the employee’s household.
- B. “Direct supervision.” Direct supervision means within a chain of command such that an employee’s work responsibilities, salary, career progress or other terms and conditions of employment could be influenced by an immediate family member.

Legal References: Minn. Stat. Ch. 363 (Minnesota Human Rights Act)
42 U.S.C., Section 2000c *et seq.* (Title VII of the Civil Rights Act)