

Nepotism: Employment of Relatives

The Bethany Board of Education (Board) and its employees adhere to the highest standards of ethical conduct. It is the intent of this policy to avoid any situation where a conflict of interest might arise on the part of a Board member or its employees without unnecessarily excluding qualified applicants from seeking employment opportunities with the Bethany Public School District (District).

As used in this policy, the word “Department” shall mean and include those levels of organization under the Superintendent’s office into which the various structural areas of operation of the District are divided.

Individuals shall not be appointed to any full-time, part-time, or temporary position which would create a supervisor/employee relationship within a department between two (2) individuals who are related by blood, marriage, civil union, or law.

In the event of marriage or civil union between employees of the District, creating a relationship which violates this policy, one (1) of the persons affected must transfer to a compatible department with policy provisions, or in cases of refusal to transfer, be terminated from the location by the end of the school year or within six (6) months from the date the relationship was established, whichever is the greater period.

The degrees of relationship included in the above restrictions are as follows:

- By Blood: Parent, child, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece, first cousin.
- By Marriage: Husband, wife, stepparent, stepchild, father-in-law, mother-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, half-sister, half-brother, uncle, aunt, nephew, niece.
- By Law: Guardianship relationships, adoptive parent/child relationships, partner in a civil union, same-sex marriage.

In the appointment and selection of new employees, the District shall adhere to this policy. All current supervisor/employee relationships established prior to the adoption of this policy will not be affected by this policy so long as they remain in present assignments.

Board members or employees who become relatives following appointment or employment, or relative who occupy or are offered positions identified in this policy, must report their situation to the Superintendent for assistance in resolving the matter.

Failure to report to the Superintendent situations that implicate the terms of this policy may be grounds for involuntary transfer, reassignment, or termination of employment.

PERSONNEL – CERTIFIED/NON-CERTIFIED

4112.8(b)
4212.8(b)

Legal Reference: Connecticut General Statutes § 7-479
Connecticut General Statutes § 46b-38nn
Connecticut General Statutes § 46b-38oo
United States v. Windsor, U.S. 133 S. Ct. 2675 (2013)

Policy adopted: June 8, 2016
Policy revised: December 9, 2020

Source: CABE