
GENERAL PERSONNEL POLICIES - CONFLICTS OF INTEREST

Adoption Date: July, 1978;
Revised February, 1982; Revised June 11, 1996; July 12, 2005; August 7, 2017
Legal Ref: I.C. 20-26-4-11; I.C. 35-44.1-1-4
Cross Ref:

Conflicts of Interest

The Board is against nepotism and does not support favoritism to relatives in its employment practices. Therefore, neither the Board nor a WWS administrator shall give preference to an employee or to a prospective employee because of a family relationship. The Board reinforces its intent that there be no discrimination in its employment practices. WWS does not prohibit the employment or other contractual relationships with relatives; however, the Board requires serious consideration be given to potential complications and appropriate disclosures of interest be made. The Superintendent shall promulgate administrative guidelines so WWS employees and Board members may make appropriate disclosures under Indiana law.

Participation in Political Activities

The Board recognizes the right of WWS employees, as private citizens, to engage in speech on matters of public concern, including political activities. However, to protect operational effectiveness and efficiency, no employee shall utilize school time or facilities (including email) for partisan political activities or to promote a position on a proposed referendum. WWS employees shall not recruit, engage, or use students in any manner on WWS property for promoting a political candidate or political viewpoint. Nothing in this policy shall be construed to infringe upon a WWS employee's constitutional rights.