Nepotism

Purpose

It is the policy of the Bethany Board of Education (Board) to recruit and hire qualified applicants for employment within the Bethany Public School District (District) while avoiding both nepotism and the appearance of nepotism.

Definitions

Immediate family means a spouse, child, parent, sister, brother, half-sister, or half-brother.

Relative means a sister-in-law, brother-in-law, mother-in-law, father-in-law, daughter-in-law, son-in-law, step parent, aunt, uncle, niece, nephew, first cousin, grandparent, step child, foster child, grandchild, or individual living in the same household.

Familial relationship means a relationship between a member of one's immediate family or a relative, as defined within this policy.

Prohibitions on Hiring

No relative or immediate family member of the Superintendent shall be hired to any position of employment.

No immediate family member of a Board member or any other administrator shall be hired to any position of employment.

Restrictions on Employment of Relatives or Immediate Family Members

No individuals shall be hired in a position of employment that would result in a supervisory or evaluative relationship between a current employee and a relative or immediate family member.

No employee may be involved in the process of screening for advancement in the application process, interviewing, or hiring of a relative or immediate family member.

Employees will not be hired, promoted, transferred, or assigned to work in positions in the school or department in which a relative or immediate family member is already employed.

No administrator or employee in a supervisory role shall supervise any of their relatives.

Employees will not be hired, promoted, transferred, or assigned to work in positions in which they will have access to confidential information regarding a relative or immediate family member, such as but not limited to, information regarding benefits selections, confidential medical information, or personnel records that are not subject to public disclosure.

Disclosure Requirements

A Board member or administrator who has an existing familial relationship with an employee, as defined above, or who has had a change in circumstances which creates a familial relationship with any employee of the District, shall declare such relationship to the Superintendent or Board Chair immediately.

If a change in circumstances creates a familial relationship between an employee and the employee's supervisor, the Superintendent, reserves the right to seek a transfer of any employee in order to resolve any concerns about the operations of the District with respect to nepotism or the appearance of nepotism. The Superintendent may also provide for the evaluation and/or supervision of the employee outside of the typical chain of command in order to resolve any concerns about nepotism or the appearance of nepotism.

A Board member or administrator who knows that a relative or immediate family member has applied for a position with the District shall declare such relationship to the Superintendent or the Board Chair as soon practicable.

In addition to the requirements set forth above regarding familial relationships, if a romantic relationship develops between an employee and 1) an administrator who has a supervisory or evaluative relationship with the employee, or 2) a member of the Board, the affected administrator or member of the Board shall declare such relationship to the Superintendent.
Failure to report to the Superintendent or Board Chair situations that violate the terms of this policy may be grounds for involuntary transfer, reassignment, or termination of employment.

Recusal

A member of the Board should not vote on any action of the Board that will directly affect a relative or immediate family member.

Legal Reference: Connecticut General Statutes § 7-479

United States v. Windsor, U.S. 133 S. Ct. 2675 (2013)

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