

**CONFLICT OF INTEREST**

The District recognizes that an inherent conflict of interest and/or appearance of impropriety arises when an administrator or manager/supervisor or other school employee evaluates another employee who is within the third degree of consanguinity or affinity, or with whom the evaluator is currently involved in an intimate or romantic relationship. Such a relationship between evaluator and employee taints the evaluation process, negatively impacts the District's credibility, adversely affects employee morale and productivity, and compromises the District's objective of promoting qualified employees on a fair and objective basis.

For purposes of this policy, an "intimate or romantic relationship" includes dating, sexual contact of any type, or any other similar private activity which may compromise an employee's ability to evaluate their partner effectively and impartially. The District will not permit spouses or domestic partners to evaluate each other.

***CONFLICT OF INTEREST - ADMINISTRATIVE REGULATIONS***

It is the duty of District employees involved in an intimate or romantic relationship to avoid evaluating the employee with whom they are intimately or romantically involved. The District will decide on a suitable replacement to evaluate the employee after consulting with the employee who would normally have completed the evaluation, as well as the employee being evaluated. When the District selects a replacement evaluator pursuant to this regulation, it shall respect the privacy of the employees involved in the intimate or romantic relationship and shall not create any record or place in either employee's personnel file the reason for the need of a replacement evaluator.

If, after an independent investigation, the District learns that an evaluation has been or is being conducted in violation of this regulation, the District may take one or more of the following actions:

1. Reevaluate the employee for the evaluation period in question, which reevaluation will be conducted by a suitable and qualified replacement of their partner or former partner; and/or
2. Create a record in each employee's respective personnel file indicating that an evaluation was conducted in violation of this policy; and/or
3. Such other disciplinary action as deemed appropriate.