



## NEPOTISM

The District may employ more than one family member. In order to promote sound management policies and procedures, no close relative of an employee shall be appointed to any position where, as a result, the employee would directly supervise or receive direct supervision from a close relative.

- A. A close relative is defined as spouse, parent, grandparent, grandchild, son, daughter, sister, brother, brother-in-law, sister-in-law, son-in-law, daughter-in-law, niece, nephew, aunt, and uncle.
- B. Direct supervision includes, but is not limited to, the authority, responsibility, or power to appoint, dismiss, promote, demote, evaluate or recommend salary adjustments or participate in or recommend the appointment, dismissal, promotion, demotion, or salary adjustment of an employee, as defined in position descriptions.

Applicants for employment with the District shall be selected without regard to a familial relationship, which they may have with a current employee of the District. To avoid possible conflicts of interest, which may result from employment procedures, an employee who is related to an applicant shall not participate in any decision to employ, retain, promote, evaluate or determine the salary of the applicant. Should employees become related during employment, the administration shall ensure that direct supervision of close relatives does not occur.

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Reference: *Board Policy 3120.02* Nepotism