

## **Power-differentiated Relationships in the Workplace**

Employees of Fargo Public Schools (FPS) shall not be in a power-differentiated relationship as defined below. A power-differentiated relationship is any supervisor/subordinate work relationship or other work relationship in which one employee supervises or manages (directly or indirectly) another employee or makes decisions concerning another employee's terms, conditions, or privileges of employment.

This policy applies solely to employees who are involved in a power-differentiated work relationship and who are engaged in an intimate relationship or are family members.

As used in this section, family members include the employee's spouse, parent (by birth or adoption), child (by birth or adoption), stepchild, sibling (to include half siblings and adopted siblings), brother or sister-in-law, son or daughter-in-law, mother or father-in-law, and grandparent (by birth or adoption).

### **Covered Employees**

This policy applies to all FPS employees.

### **Employment of Relatives**

An employee or board member of Fargo Public Schools may not serve in a supervisory capacity over, or enter a personal service contract with, that employee or member's parent (by birth or adoption), spouse, son or daughter (by birth or adoption), stepchild, brother or sister (including half siblings and adopted siblings), brother-in-law or sister-in-law, or son-in-law or daughter-in-law. As used in this policy, "supervisory capacity" means the authority to appoint, employ, hire, assign, transfer, promote, evaluate, reward, discipline, demote, or terminate. As used in this section, "evaluate" does not include evaluations by peers or subordinates.

### **Violations of Policy**

If FPS determines that an employee has encouraged, participated in, or permitted a violation of this policy, the employee may be subject to appropriate disciplinary action. If, however, any violation of this policy has caused or led to favoritism, unfair bias, harassment, or preferential treatment or has in any way adversely affected company operations or productivity, then more serious disciplinary action may be taken, up to and including termination from employment. This policy is not a contract of employment and does not purport to change, alter, or modify each employee's at-will or contractual employment relationship with FPS. The above-mentioned policy is a condition of each employee's employment.

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