

## PERSONNEL

### Employment of Relatives

The Governing Board desires to maximize staff and community confidence in district hiring, promotion, and other employment decisions by promoting practices that are free of conflicts of interest or the appearance of impropriety.

*(cf. 4030 - Nondiscrimination in Employment)*

*(cf. 9270 - Conflict of Interest)*

The Board prohibits the appointment of any person to a position for which their relative maintains management, supervisory, evaluation, or promotion responsibilities and prohibits an employee from participating in any decision that singularly applies to any of their relatives.

*(cf. 4111/4211/4311 - Recruitment and Selection)*

*(cf. 4115 - Evaluation/Supervision)*

*(cf. 4215 - Evaluation/Supervision)*

*(cf. 4315 - Evaluation/Supervision)*

For purposes of this policy, relative includes the individual's spouse, domestic partner, parents, grandparents, great-grandparents, children, grandchildren, great-grandchildren, brothers, sisters, aunts, uncles, nieces, nephews, and the similar family of the individual's spouse or domestic partner.

In addition, the Superintendent or designee may determine, on a case-by-case basis, whether to appoint a person to a position in the same department or facility as an employee with whom they maintain a personal relationship when that relationship has the potential to create (1) an adverse impact on supervision, safety, security, or morale of other district employees or (2) a conflict of interest for the individuals involved which is greater because of their relationship than it would be for another person. The Board is to receive notice of such appointment.

An employee shall notify their supervisor within 30 days of any change in their circumstances that may constitute a violation of this policy.

#### *Legal Reference:*

##### *EDUCATION CODE*

*35107 School district employees*

##### *FAMILY CODE*

*297-297.5 Rights, protections, benefits under the law; registered domestic partners*

##### *GOVERNMENT CODE*

*1090-1098 Prohibitions applicable to specified officers*

*12940 Unlawful employment practices*

##### *CODE OF REGULATIONS, TITLE 2*

*7292.0-7292.6 Marital status discrimination, especially:*

*7292.5 Employee selection*

#### *Management Resources:*

##### *WEB SITES*

*California Department of Fair Employment and Housing: <http://www.dfeh.ca.gov>*

*Institute for Local Government: <http://www.cacities.org/index.jsp?zone=ilsg>*

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