

Nepotism Policy

Purpose:

It is the purpose of this policy to establish guidelines and expectations regarding the District's position on nepotism. For purposes of this policy, "nepotism" involves actual or potential favoritism to the benefit of one employee due to that employee's relationship with another District employee, Board of Education member, or administrator by virtue of being a member of the same family (immediate or extended), same household or due to a like or similar relationship.

Scope:

This policy applies to all employees of the District, including but not limited to, full-time, part-time, administrative, certified and classified positions and any voluntary positions.

Philosophy:

The District is committed to maintaining a workplace where employees believe that decisions concerning hiring, advancement, discipline and other working conditions are made objectively. It is the District's intent to recruit, hire, promote, compensate, transfer, reward, and discipline on the basis of individual merit. In doing so, the District wishes to avoid the suggestion or appearance of favoritism, supervisory conflicts between employees, Board of Education members, or administrators in a covered relationship, vacation and time off scheduling issues and family influence regarding grievances, compensation, discipline and other work conflicts.

Definitions:

For purposes of this policy, a "covered relationship" is defined as being a "member" of the Same Family, Same Household or of other Like or Similar Relationships with another employee of the District.

"Same Family" includes spouses, children, parents, brothers, sisters, grandparents, grandchildren, aunts, uncles, nieces, nephews, as well as in-laws and step-relatives of all degrees of relationship noted above.

"Same Household" includes family members or others residing, fully or partially, in the same residence as another employee of the District.

"Like or Similar Relationships" include other relationships that may or may not involve family members or members of the same household arising from other degrees of relationship involving two or more employees of the District that create similar opportunities for favoritism due to romantic involvement, friendship, or comparable situations.

Policy:

It shall be the policy of the District to avoid the occurrence of nepotism and to recruit the most qualified person for all positions. Therefore, pursuant to the terms of this policy, the District does not hire employees in a "covered relationship." In the event that an employee marries or enters into a civil partnership with another employee while they are employed by the District, they must notify the Human Resources Department at the time they become engaged or married, whichever occurs first.

Situations that may have previously existed prior to the passage of this policy may be "grandfathered" from application of this policy subject to Board of Education approval. However, employees in covered relationships that are "grandfathered" in pursuant to Board approval may not work in immediate supervisor/subordinate relationships and/or serve in any other positions in which they may influence the other's job status, security, compensation, working conditions, etc. All transfers required under this policy must occur within the time limits established by the Human Resources Department or other designee.

If any employee feels that circumstances have arisen or may arise that may result in a violation of this policy, such circumstances must be immediately reported to the Director of Human Resources or other designee. Such reports will not result in retaliation toward the reporting employee for having made the report. Failure of any employee to report a relationship that is in violation of this policy may result in disciplinary action.

Any employee who violates this policy, may be subject to disciplinary action, including dismissal as an employee of the District.

The District reserves the right at all times to interpret the provisions of this policy.

Legal Reference: Boaden et. al Appelants v. The Department of Law Enforcement et. al
 Appellees
 171 Ill. 2d 230, Supreme Court of Illinois

Adopted: November 23, 2015

Revised: February 22, 2016, November 28, 2016