

Nepotism is patronage bestowed or favoritism shown on the basis of a family relationship. More than one family member may be employed by the District. However, no district employee shall be involved in hiring a family member. The decision to employ more than one individual in a family shall be made on the basis of each individual's qualifications and credentials.

No district employee shall serve in a supervisory capacity with respect to a member of the employee's family. If necessary, arrangements shall be made so that another supervisor evaluates and disciplines the employee working in a position normally supervised by a family member. No district employee shall attempt to influence the evaluation or conditions of employment of the employee's family member with anyone who serves in a supervisory capacity over that family member.

For purposes of this policy, a family member shall be deemed a spouse, mother, father, mother-in-law, father-in-law, stepmother, stepfather, sister, brother, sister-in-law, brother-in-law, stepsister, stepbrother, daughters, sons, stepdaughters, stepsons, grandchild, or significant other of the employee.

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