
PROPOSED REVISIONS

HIRING /
SUPERVISING
RELATIVES

ESC employees with responsibility for recommending for hire or supervising other ESC personnel shall not recommend for hire or supervise relatives within the first degree by blood relationship or marriage relationship.

ASSIGNMENT OF
RELATIVES

An employee shall not be assigned to any position where a relative, as defined in DBE(LEGAL), will be in the line of authority. If two employees in the same line of authority marry, a change in placement shall be made within 30 days if there is an available position for which the employee is qualified. If no positions are available within 30 days, either one of the two employees involved shall be required to resign or separation from employment shall be implemented by the ESC in order to resolve conflict with this policy.

RELATIVES OF THE
EXECUTIVE
DIRECTOR

Persons related to the Executive Director within the third degree by consanguinity (blood) or second degree by affinity (marriage) shall not be employed by the ESC.

CONTINUOUS
EMPLOYMENT
EXCEPTION

Nepotism prohibitions shall not apply to the confirmation or appointment of an individual to a position if the individual is employed in the position immediately before the employment of the Executive Director to whom the individual is related in a prohibited degree, and if that prior employment is continuous for at least six months immediately prior to the employment of the Executive Director.