

3.3.1—ANTI-NEPOTISM OR RELATIONSHIP POLICY

Members of an employee's immediate family and their romantic partners will be considered for employment at the District on the basis of their qualifications. Immediate family and romantic relationship partners may not be hired, assigned, transferred or promoted, however, if the employment, assignment or new position would:

1. Create an immediate supervisor/subordinate relationship with a family member or romantic relationship partner; or
2. Have the potential for creating an adverse impact on work performance.

For the purpose of this Policy, immediate family includes spouse, parent, child, sibling, in-law, aunt, uncle, niece, grandparent, grandchild, and members of household. Romantic relationship means a consensual relationship between individuals of a romantic or intimate nature. Romantic relationship partner means one of the individuals in a romantic relationship.

Any employee who directly supervises another employee should refrain from romantic involvement with a subordinate. Employees who become immediate family members or establish a romantic relationship may continue employment as long as it does not involve 1 or 2 above. If one of these conditions could occur, one of the employees must first disclose the potential relationship to the Superintendent or designee and request a transfer for one of the individuals involved. Provided the disclosure is made by one of the employees prior to an allegation or investigation of a potential violation of this Policy, the District will make reasonable efforts to find a suitable position within the District for one or both of the involved employees. If an accommodation of this nature is not feasible in the District's sole discretion or otherwise fails, the employees will be permitted to determine which of them will resign. If the employees cannot make a decision, the District will decide in its sole discretion who will remain employed. If a transfer is permitted, the transferred employee will receive the wages, hours and schedule that are appropriate for the new position.

Date Adopted: 2/24/2020

Last Revised: