

**Policy 4312.8: Employment Of Relatives**

**Status:** ADOPTED

**Original Adopted Date:** 02/01/1986 | **Last Revised Date:** 03/01/2008 | **Last Reviewed Date:** 03/01/2008

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.

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

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 he/she maintains 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 the their relationship than it would be for another person.

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

<b>State</b>	<b>Description</b>
2 CCR 7292.0-7292.6	Marital status discrimination
2 CCR 7292.5	Employee selection
Ed. Code 35107	<u>School district employees</u>
Fam. Code 297-297.5	<u>Rights, protections, benefits under the law; registered domestic partners</u>
Gov. Code 1090-1098	<u>Prohibitions applicable to specified officers</u>
Gov. Code 12940	<u>Unlawful discriminatory employment practices</u>
<b>Management Resources</b>	<b>Description</b>
Website	<u>CSBA District and County Office of Education Legal Services</u>
Website	<u>League of California Cities</u>
Website	<u>California Civil Rights Department</u>
<b>Code</b>	<b>Description</b>
4030	<u>Nondiscrimination In Employment</u>
4030	<u>Nondiscrimination In Employment</u>
4111	<u>Recruitment And Selection</u>
4112	<u>Appointment And Conditions Of Employment</u>
4113	<u>Assignment</u>
4113	<u>Assignment</u>
4115	<u>Evaluation/Supervision</u>
4115	<u>Evaluation/Supervision</u>
4211	<u>Recruitment And Selection</u>

4212	<u>Appointment And Conditions Of Employment</u>
4215	<u>Evaluation/Supervision</u>
4311	<u>Recruitment And Selection</u>
4315	<u>Evaluation/Supervision</u>
9270	<u>Conflict Of Interest</u>
9270-E(1)	<u>Conflict Of Interest</u>