

BOARD POLICY

Placentia-Yorba Linda Unified School District

Personnel

4112.8/4212.8 - BP

NEPOTISM

The Board of Education 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. Therefore, it is the intent of the Board of Education to avoid any situation wherein there may arise a conflict of interest or other problems resulting from employment and assignment of relatives. No employee or applicant shall be improperly denied employment or benefits of employment on the basis of his or her marital status.

The term "Relative," for purposes of this rule, includes any marital or blood relationship or any other relationship similar to blood or marital relationship, as when an employee is the father, mother, grandmother, grandfather, grandchild, brother, sister, father-in-law, mother-in-law, aunt, uncle, cousin, step-child or child of another employee.

No employee shall occupy a position which would result in a supervisor-subordinate relationship between relatives and prohibits an employee from participating in any decision that singularly applies to any of his/her relatives.

Any appointment, transfer, or promotion to a position resulting in a supervisor-subordinate relationship between relatives will be resolved at the sole discretion of the school district to serve the district's interest in promotion of safety, security, morale, and avoidance of conflicts.

Employment of any Relative of a governing board member shall require full disclosure of the relationship by the board member at a public meeting. A member of the governing board shall abstain from discussing and voting on personnel matters, including appointment that uniquely affect a Relative of the member but may vote on collective bargaining agreements and personnel matters that affect a class of employees to which the Relative belongs. For purposes of this section, "Relative" means an adult who is related to the person by blood or affinity within the third degree (e.g., sister, brother, uncle or aunt, nephew or niece, grandparent, parent), as determined by the common law, or an individual in an adoptive relationship within the third degree.

Legal Reference:	Education Code	35107	School district employees
	Family Code	297-297.5	Rights, protections, benefits under the law; registered domestic partners
	Government Code	1090-1098	Prohibitions applicable to specified officers
		12940	Unlawful employment practices

Code of
Regulations, Title 2 7292.0-7292.6

Marital status discrimination,
especially:

7292.5

Employee selection

Management Resources:

WEB SITES

California Department of Fair Employment and Housing: <http://www.dfeh.ca.gov>

Policy adopted: 4/27/81

Policy revised: 9/22/98

Policy revised: 10/10/17