

**Policy 4312.8: Employment Of Relatives**

**Status:** DRAFT

**Original Adopted Date:** Pending

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.

**Policy Reference Disclaimer:** These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

**State References**

<b>State References</b>	<b>Description</b>
2 CCR 7292.0-7292.6	Marital status discrimination - <a href="https://simbli.eboardsolutions.com/SU/OYM2wETre8OJcLFpNJgsXg==">https://simbli.eboardsolutions.com/SU/OYM2wETre8OJcLFpNJgsXg==</a>
2 CCR 7292.5	Employee selection - <a href="https://simbli.eboardsolutions.com/SU/QvKUnBWZM9B1slshH6e8qzyKg==">https://simbli.eboardsolutions.com/SU/QvKUnBWZM9B1slshH6e8qzyKg==</a>
Ed. Code 35107	School district employees - <a href="https://simbli.eboardsolutions.com/SU/oaGHmft5UN3vyLv1tRuTIw==">https://simbli.eboardsolutions.com/SU/oaGHmft5UN3vyLv1tRuTIw==</a>
Fam. Code 297-297.5	Rights, protections, benefits under the law; registered domestic partners - <a href="https://simbli.eboardsolutions.com/SU/LJfCekZJhzs5Nas1GG1RHQ==">https://simbli.eboardsolutions.com/SU/LJfCekZJhzs5Nas1GG1RHQ==</a>
Gov. Code 1090-1098	Prohibitions applicable to specified officers - <a href="https://simbli.eboardsolutions.com/SU/f3JDDEPLuQqZQETrqELBpg==">https://simbli.eboardsolutions.com/SU/f3JDDEPLuQqZQETrqELBpg==</a>
Gov. Code 12940	Unlawful discriminatory employment practices - <a href="https://simbli.eboardsolutions.com/SU/UNfKYoagtuU78NiHeXTvxw==">https://simbli.eboardsolutions.com/SU/UNfKYoagtuU78NiHeXTvxw==</a>

**Management Resources References**

<b>Management Resources References</b>	<b>Description</b>
Website	CSBA District and County Office of Education Legal Services - <a href="https://simbli.eboardsolutions.com/SU/UdykszdmpETuDslshXk6R5akQ==">https://simbli.eboardsolutions.com/SU/UdykszdmpETuDslshXk6R5akQ==</a>
Website	League of California Cities - <a href="https://simbli.eboardsolutions.com/SU/TUf8jshHeiQslshKJpHe2qEtug==">https://simbli.eboardsolutions.com/SU/TUf8jshHeiQslshKJpHe2qEtug==</a>
Website	California Civil Rights Department - <a href="https://simbli.eboardsolutions.com/SU/RlslshmyzTCzMSVplus4uuCqYvZA==">https://simbli.eboardsolutions.com/SU/RlslshmyzTCzMSVplus4uuCqYvZA==</a>

**Cross References**

<b>Cross References</b>	<b>Description</b>
4030	Nondiscrimination In Employment - <a href="https://simbli.eboardsolutions.com/SU/uj6R9EJQMgHWPwlj5O0MeA==">https://simbli.eboardsolutions.com/SU/uj6R9EJQMgHWPwlj5O0MeA==</a>

4030 Nondiscrimination In Employment -  
<https://simbli.eboardsolutions.com/SU/1hR1nwwQdqhZCpluskI91M7LA==>

4111 Recruitment And Selection -  
<https://simbli.eboardsolutions.com/SU/4REAQQLwxXgwcOAHPKwPJA==>

4112 Appointment And Conditions Of Employment -  
<https://simbli.eboardsolutions.com/SU/xaKgv7p6m0OhFLiplusDFG21Q==>

4113 Assignment -  
<https://simbli.eboardsolutions.com/SU/sZzMn4gLi6zpKCi8VyJJUA==>

4113 Assignment -  
<https://simbli.eboardsolutions.com/SU/nuJniXqwYV0Ds3WwJ7z8bg==>

4115 Evaluation/Supervision -  
<https://simbli.eboardsolutions.com/SU/K13vNJ2xRPXslshg8qKWhKljw==>

4115 Evaluation/Supervision -  
<https://simbli.eboardsolutions.com/SU/TglGPP2slshE6zp6AAKq663BQ==>

4211 Recruitment And Selection -  
<https://simbli.eboardsolutions.com/SU/1QyhISbz3gqFplusbhfpq4IEQ==>

4212 Appointment And Conditions Of Employment -  
<https://simbli.eboardsolutions.com/SU/2FhNDxwOQ6LaGbmeDKmSXA==>

4215 Evaluation/Supervision -  
<https://simbli.eboardsolutions.com/SU/SmPx6fVdmXLplusZ5guHYvd3g==>

4311 Recruitment And Selection -  
<https://simbli.eboardsolutions.com/SU/S1DtM6q4nxCUkFJdgUiurg==>

4315 Evaluation/Supervision -  
<https://simbli.eboardsolutions.com/SU/NYMw7pGPZmw6d2o7vwwnww==>

9270-E(1) Conflict Of Interest -  
<https://simbli.eboardsolutions.com/SU/Jiq2Oa5TdUplusXFull8rqeDA==>

9270 Conflict Of Interest -  
<https://simbli.eboardsolutions.com/SU/kslshWb67m6F32w10hhDzipvw==>