

Adopted: 08/23/13

1<sup>st</sup> Reading 08/16/13

Revised: \_\_\_\_\_

2<sup>nd</sup> Reading 08/23/13

## **433 NEPOTISM POLICY**

### **I. PURPOSE**

The purpose of this policy is to establish consistent guidelines for the employment of immediate family members in the School District.

### **II. GENERAL STATEMENT OF POLICY**

- A. The School District prohibits the assigning, transferring, or promoting of an employee if it results in direct supervision of an immediate family member.
- B. The School District prohibits the hiring of an employee if the hiring would result in direct supervision of an immediate family member.
- C. This policy shall be interpreted and applied consistently with mandates of federal and state equal employment opportunity and discrimination laws.

### **III. DEFINITIONS**

- A. "Immediate family member." An immediate family member includes: parent, spouse, child, sibling, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law or a member of the employee's household.
- B. "Direct Supervision." Direct supervision means within a chain of command such that an employee's work responsibilities, salary, career progress or other terms and conditions of employment could be influenced by an immediate family member.

Legal References:

Minn. Stat. Ch. 363 (Minnesota Human Rights Act)  
42 U.S.C., Section 2000c et seq.(Title VII. of the Civil Rights Act)