## **NEPOTISM**

The Board of Education desires to avoid "conflicts of interest" in hiring and employment or the appearance of such conflicts. The Superintendent and other administrators who are responsible for recruiting and interviewing potential employees shall seek the best person available for the position. At all times, all individuals involved in the hiring process should be sensitive to the possibility of the perception of favoritism in hiring due to relationships between a board member, or an employee, and the candidate based upon political considerations or family relationships.

No Heartland Community school board member or employee shall have a supervisory role that may impact family member's full-time or part-time employment after the passage of this policy. "Family member" shall be defined as spouse, mother, father, child, brother, sister, grandchild, grandparent, uncle, aunt, and any step relationship of these individuals, any marital relationship, including niece, nephew, in-law, guardian, ward and cousin. The restrictions in this policy shall not apply to the hiring of short-term, temporary employees such as substitute teachers, summer help, or game workers. Any employees currently employed by the District who have such relationships are exempt from the above language as long as they maintain continuous, uninterrupted employment with the District.

This policy is not intended to discourage otherwise qualified individuals who are friends or relatives from working in the district as long as there is no conflict of interest. This anti-nepotism provision shall be subject to all anti-discrimination requirements applicable to an individual or the district. Employees witnessing nepotism or conflicts of interest under this policy shall report such activity to the superintendent or school board president. No employee may be subject to reprimand or disciplinary action for good faith reports under this policy.

Cross Reference: 406.02 Certificated Employee Qualifications, Recruitment, Selection 412.02 Support Staff Qualifications, Recruitment, Selection

Approved	Reviewed	Revised	