

## **Sparta Area School District**

### Article 337 – Nepotism Prohibited

The Sparta Area School District prohibits nepotism and considers it a conflict of interest in the work place. For the purposes of this policy, nepotism is defined as any employee or board member who engages in the giving or showing favoritism, giving preferential treatment or the appearance of improper influence to a relative without merit.

Relatives under this policy include the following relationships: the employee's spouse, domestic partner, child, mother, father, brother, sister, step-family, aunt, uncle, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparents and grandchildren.

Nepotism and conflict of interest exists where an individual has authority (or practical power) in any of the following circumstances: hiring, recommending someone for employment, promoting, assignments, assigning tasks or work, purchasing from or recommending purchasing from, removing or disciplining, auditing, performance evaluating, or awarding quotes or bids.

This policy is not intended to discourage otherwise qualified individuals who are relatives from working in the district as long as there is no conflict of interest. Employees who marry or become members of the same household may continue employment as long as there is not a direct or indirect supervisor/subordinate relationship, or a 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.

Legal Reference:

Cross Reference:

Approved: August 23, 2011

Revised