

## **NEPOTISM**

The Board of Education recognizes the need to avoid nepotism relative to the hiring, placement, duties, and evaluation of all employees of Woodland Public Schools.

### **Assignment of Personnel**

It is the policy of the Board to recruit and employ the most qualified individuals for all positions. Apparent nepotism or the assignment of immediate family members to recommend the hire of, supervise or evaluate the performance of another immediate family member is prohibited. This restriction on the assignment of family members serves to discourage favoritism and to prevent a conflict of interest in the hiring, completion of evaluations, disciplinary actions, extra-duty assignments and possible promotions.

### **Definition of Immediate Family**

For the purpose of this Policy, members of the immediate family include spouses, children, stepchildren, wards, grandchildren, parents, grandparents, brothers, sisters, in-laws, uncles, aunts, nieces, nephews, or first cousins, or the same by marriage. Nothing in this Policy shall prevent the employment by the school system of members of the same family, provided their job assignments are made in accordance with this Policy, and the hire is in compliance with RCW 42-23-030.

### **Restrictions**

No immediate family member may have direct supervision over the hire, progress, performance, pay, or welfare of another and together they may not be involved with the financial controls or physical inventories of school system properties.

Whenever two (2) employees in the same school or department are in a supervisory-subordinate relationship and enter into a dating relationship the supervisory employee has the duty to notify the superintendent and one of the employees shall be transferred to another school or department as soon as such a position becomes available unless the other employee transfers voluntarily. The decisions regarding transfer will be made in the best interest of the school district. The transfer may result in the supervisor being assigned to a subordinate position.

If an employee is promoted, assigned or transferred to a supervisory position over a member of his or her immediate family, the subordinate employee shall be transferred to a comparable position as soon as such a position becomes available.

### **Exceptions**

The Superintendent may grant an exception to the assignment of personnel for up to one (1) year in order to meet an identified school system or student need.

In compliance with state and federal laws, Woodland Public Schools administers all educational programs, employment activities and admissions without discrimination on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression, gender identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups.