

ALL PERSONNEL

Employment of Relatives – Nepotism Policy

It is the policy of the El Dorado County Office of Education (EDCOE) to prohibit employment of relations by blood or marriage as defined herein as husband, wife, children, parents, grandparents, grandchildren, brother, sister, niece, nephew, uncle or aunt in the County Office of Education where there is an adverse impact on supervision, safety, security or morale, or involves potential conflicts of interests. If employees marry and there is an adverse impact on supervision, safety, security or morale as a reasonably foreseeable conflict of interest exists, the Superintendent of Schools shall make reasonable efforts to reassign or transfer one of the employees. However, if no accommodation can be arranged, one of the employees must resign. The choice of which will resign is to be made by the individual employees.

1. No employee shall in any way use personal power or influence to aid or hinder other employees or applicants for employment because of a personal relationship by virtue of blood, marriage, or adoption.
2. The employment of relatives in the same department, shall be permitted when concurrent employment would be in the best interests of the County Office, as determined by the Superintendent.
3. The Superintendent's approval is required prior to appointment of a person to a position in which the person would:
 - a) have the same immediate supervisor as a relative; or
 - b) have a close working relationship with a relative.
4. If two employees in any of the above types of working relationships become relatives, the Superintendent's approval is required for their continuing in that same working relationship.
5. In order to comply with this policy, applicants for employment, employees offered promotional opportunities, and employees requesting transfer or reinstatement shall be required to indicate if they have any relatives who are employees of the EDCOE.
6. For the purposes of this policy, persons related by blood, marriage, or adoption (relatives) are any of the following: husband, wife, father, mother, son, daughter, brother, sister, half-brother, half-sister, grandparent, grandchild, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, uncle, aunt, nephew, niece, and first cousin.

Legal Reference:

GOVERNMENT CODE

12940 Unlawful employment practices, exceptions