

Nepotism: Employment of Relatives

The Waterbury Board of Education and its employees adhere to the highest standards of ethical conduct. It is the intent of this policy to avoid any situation where a conflict of interest might arise on the part of a Board member or its employees without unnecessarily excluding qualified applicants from seeking employment opportunities with the Waterbury Public Schools.

It is the policy of the Department of Education to recruit and select qualified candidates for employment solely on the basis of their individual qualifications and the position requirements. The Department of Education will, except where prohibited by law, hire relatives of employees subject to the following:

- ◆ Persons related by blood or marriage to a Board of Education member may only be employed following full disclosure of the relationship in a public meeting. Board members and/or school administrators shall not participate in, or attempt to influence, any employment decision that has a direct affect upon a family member. This shall not preclude participation in employment decisions that have an impact on a family member only as a member of a broad group or class of employees.

Effective upon passage of this policy:

- ◆ Whenever possible, relatives of employees will not be hired, promoted or transferred into positions:
 - ◆ In the same school or work unit in which a relative is already employed.
 - ◆ Where a relative occupies a position in the supervisory hierarchy under which the employee would work.
 - ◆ Which can influence employment or personnel decisions made on behalf of a relative.
 - ◆ Which has access to confidential information regarding a relative, i.e., wages, benefits, personnel records or medical records.

For the purposes of this policy, a relative is interpreted as a parent, sibling, spouse, child, immediate in-laws, step-relative, or individual living in the same household.

Employees who become relatives following employment, or relative who occupy or are offered positions identified in this policy, must report their situation to Personnel for assistance in resolving the matter.

Failure to report to Personnel situations that implicate the terms of this policy may be grounds for involuntary transfer, reassignment, or termination of employment.