

# Hamilton County Board of Education

Monitoring: Review: Annually in September	Descriptor Term: <b>Nepotism</b>	Descriptor Code: 1.108	Issued Date: 06/16/16
		Rescinded:	Revised: 10/20/22

## Nepotism Generally

For purposes of this policy, the terms “related to” and “relative” include the following relationships: spouse, parent, parent-in-law, child, son-in-law, daughter-in-law, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece, or any person who resides in the same household.<sup>1</sup>

Whenever a person is considered by the Director of Schools for initial employment in the system and that person is related to a member of the Board, the Director of Schools, an administrator in the system, a county commissioner, or any appointed or elected official, the Director of Schools shall inform the Board of the relationship prior to the employment of such person.

## Nepotism Within the School System

The employment of relatives in the same area of an organization may cause serious conflicts and problems with favoritism and employee morale. In addition to claims of partiality in treatment at work, personal conflicts from outside the work environment can be carried over into day-to-day working relationships.

Relatives of current employees may not occupy a position that will be working directly for or supervising their relative or be assigned to the same work location. Only in extenuating circumstances shall relatives be assigned to the same work location and then only upon approval of the Director of Schools or his or her designee. The director of schools may take prompt action if an actual or potential conflict of interest arises involving relatives or individuals involved in a dating relationship who occupy positions at any level (higher or lower) in the same line of authority that may affect the review of employment decisions.

If a relative relationship is established after employment between employees who are in a reporting situation described above, it is the responsibility and obligation of the supervisor involved in the relationship to disclose the existence of the relationship to the director of schools or his or her designee. The individuals concerned will be given the opportunity to decide who is to be transferred to another available position. If that decision is not made within 30 calendar days, the director of schools will decide who is to be transferred or reassigned.

In other cases where a conflict or the potential for conflict arises because of the relationship between employees, even if there is no line of authority or reporting involved, the employees may be separated by reassignment or terminated from employment. Employees in a close personal relationship should refrain from public workplace displays of affection and/or excessive personal conversation.

**Nepotism by Board Members**

If a member of the Board has a relative who is an employee in the system, then prior to voting on any matter of business that may have an effect upon the employment of the relative, the Member shall declare such relationship. In making such a declaration, the Member shall certify that his or her vote on the pending matter will be in the best interest of the school system.

This-certification may be by way of a statement that is substantially as follows: I declare that I have a [spouse, parent, grandparent, child, sibling, aunt, uncle, nephew, niece, relation-in-law or member of my household] who works for the school system and that the Board's vote on [budget, policies, etc.] may have an effect on my relative's employment. Even so, I hereby certify that I will cast my vote in the best interest of the school system.

Legal References:  
1. TCA § 49-2-202(A)(3)

Cross References:  
Assignment/Transfer of Personnel 5.115