## EMPLOYMENT OF RELATIVES

The Monterey County Superintendent of Schools (County Superintendent) desires to maximize staff and community confidence in Monterey County Office of Education (MCOE) hiring, promotion, and other employment decisions by promoting practices that are free of conflicts of interest or the appearances of impropriety.

*(cf. 4030 - Nondiscrimination in Employment)*
*(cf. 9270 – Conflict of Interest)*

The County Superintendent prohibits the appointment of any person to a position for which his/her relative maintains management, supervisory, evaluation, or promotion responsibilities and prohibits an employee from participating in any decision that singularly applies to any of his/her relatives.

*(cf. 4112/4211/4311 – Recruitment and Selection)*
*(cf. 4115 – Evaluation/Supervision)*
*(cf. 4215 – Evaluation/Supervision)*
*(cf. 4315 – Evaluation/Supervision)*

For purposes of this policy, relative includes the individual's spouse, domestic partner, parents, grandparents, great grandparents, children, grandchildren, great-grandchildren, brothers, sisters, aunts, uncles, nieces, nephews, and the same family of the individual's spouse or domestic partner.

In addition, the County Superintendent or Assistant Superintendent of Human Resources may determine, on a case-by-case basis, whether to appoint a person to a position in the same department or facility as an employee with whom he/she maintains a personal relationship when that relationship has the potential to create (1) an adverse impact on the supervision, safety, security, or morale of MCOE or (2) a conflict of interest for the individuals involved which is greater because of their relationship than it would be for another person.

*(cf. 4031 Complaints Concerning Discrimination in Employment)*

An employee shall notify his/her supervisor within thirty (30) days of any change in his/her circumstances that may constitute a violation of this policy.

*Legal Reference:*

*EDUCATION CODE*
*35107 School District employees*

*FAMILY CODE*
*297-297.5 Rights, protections, benefits under the law; registered domestic partners*

*GOVERNMENT CODE*
*1090-1098 Prohibitions applicable to specified officers*
*12940 Unlawful employment practices*

*CODE OF REGULATIONS, TITLE 2*
*7292.0-7292.6 Marital status discrimination, especially:*
*7292.5 Employee selection*