



3.8. Employment of Relatives. The District believes it is in the best interests to keep business and professional relationships separate from personal and family relationships. To prevent the appearance of or actual conflicts of interest, the District generally will not employ an employee's relatives. For this policy, "relative" is defined as any family relationship resulting from birth, marriage or adoption, as well as any person cohabiting with another employee. Under certain circumstances it may be necessary to employ relatives and then the following guidelines shall be observed:

3.8.1. Neither employee will supervise, appoint, remove or discipline the other

3.8.2. Neither relative will evaluate or audit the work of the other

3.8.3. The working relationship will not create a conflict of interest or the appearance of favoritism.

