

NEPOTISM & FAMILY RELATIONSHIPS

The Board recognizes that the District is best served when objective employment standards are applicable to all employees. Problems in the workplace may arise when employment decisions are affected by family or financial associate relationships. In order to avoid favoritism, the appearance of favoritism or any potential conflicts of interest when making employment decisions, it is the intention of the Board to avoid having family or financial associate relationships influence the professional activities of the District's staff.

For the purpose of this policy, the following definitions shall apply:

- "Family" and/or "family members" shall be defined as spouse (through marriage or civil union), domestic partner, mother, father, child, brother sister, grandchild, grandparent, uncle, aunt, niece, nephew, in-law, guardian, ward, cousin and any step or marital relationship of these individuals.
- "Financial associate(s)" shall be defined as someone with whom an employee of the District or Board Member has a financial interest. An example of a financial associate is person with whom the employee or Board member shares a domicile.

The Board endeavors to employ the best available candidate when vacancies occur. The existence of family or financial associate relationships will not be an automatic bar to initial employment or to continued employment, but may provide reason to deny employment if the hiring committee, Superintendent and/or Board believes that such hire may be contrary to this policy.

In order both to improve the quality of recruiting and reference-checking, and to avoid favoritism, the appearance of favoritism or any potential conflicts of interest in the hiring process, all applications for employment shall require disclosure of any and all family members and/or financial associates employed by the District or serving on the Board. Current employees of the District and Members of the Board shall disclose to the Superintendent or his/her designee if a family member has applied for employment in the District. The Board shall be informed immediately of all such disclosures.

Employees who are family members or financial associates shall not be employed in capacities where one of the employees: (1) has direct supervisory authority over the other employee on a day-to-day basis; (2) has the power to control the day-to-day working conditions of the other employee; (3) has the power or effective power to recommend hiring, firing, promotion, transfer or discipline of the other employee; (4) is expected or has the authority to evaluate the performance of the other employee; and/or (5) is, as part of his/her job responsibilities, privy to managerial or confidential information to which the other employee should not be privy. To the extent possible,

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employees who are family members or financial associates shall not be placed in the same building or program.

In the event that hiring, marriage, promotion, or reorganization results in a situation not in compliance with this policy, reassignment or transfer will be effectuated, to the extent practicable to address the situation, in accordance with applicable law and any applicable provisions of collective bargaining agreement(s).

Knowing or willful violation of this policy may result in disciplinary action up to and including dismissal and/or removal from office in accordance with applicable law and any applicable provisions of collective bargaining agreement(s).

Ref: General Municipal Law §§806-808

Cross Ref: 6110 School District Officer And Employee Code Of Ethics

Adopted Date : April 19, 2016