

TITLE: 6142aR Nepotism - Employment and Assignment of Relatives

PURPOSE AND BACKGROUND: In order that there be no conflict of interest in the supervision and evaluation of employees, at no time may any administrator directly responsible for the supervision and/or evaluation of any employee be directly related to him/her.

APPLICABILITY: Nye County School District (NCSD) Board of Trustees (BOT) members, and all certified and classified employees.

MONITORING RESPONSIBILITY: Superintendent, HR Executive Director, District Administrators, and Site Administrators

OUTLINE OF PROCEDURE:

NCSD district administrators will be excluded from assignment decisions regarding their family members. Employees will not be assigned in any position under any supervision of a family member. Employees will not be placed in any other position where prejudicial treatment by a family member may be reasonably expected to occur.

The following definitions are to be used in interpreting this regulation:

1. Family Member: Spouse, child, in-law of these, in-law, grandchild, parent, grandparent, sibling, and any person having been regularly living in the household.
2. Prejudicial Treatment: Any treatment (either positive or negative) beyond that which the supervisor would give any other employee in similar circumstances.

Family members in the same division will be placed in separate departments, separate work crews and/or separate sites.

In the event marriage or NCSD reorganization creates a situation which is in noncompliance with this policy, one employee will be transferred as soon as practicable to a vacancy for which he/she is qualified.

Any employee who believes a violation of this policy has occurred should immediately report his/her observation to the HR Executive Director/Designee who will investigate the allegations and take appropriate action. The Superintendent/Designee, HR Executive Director/Designee, district administrators, and site administrators will monitor all employment and assignment activities to ensure compliance with this policy. Exceptions will be granted in the best interest of NCSD, and to avoid unfairness to an employee, but only with written permission of the Superintendent.

Effective Date: March 27, 1996
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NEPN/NSBA Classification: GBEA
Legal References: NRS 281.210