

Personnel

Employment Of Relatives

Note: Government Code 12940 authorizes employers to reasonably regulate the working of spouses in the same department for reasons of supervision, safety, security or morale. However, school districts are precluded from adopting a blanket policy prohibiting the employment of spouses in the same department. The following policy should be revised as desired to reflect district practice.

In order to preclude situations which could bring about a conflict of interest for members of the administrative staff, an employee shall not be appointed to a position where a member of his/her immediate family maintains supervisory or evaluation responsibilities for the position.

Immediate family members may be employed at the same department or work location with the approval of the Superintendent or designee.

(cf. 9270 - Conflict of Interest)

Legal Reference:

GOVERNMENT CODE

12940 Unlawful employment practices, exceptions

Policy Adopted: March 23, 1987

Policy Revised: September 26, 2005; December 5, 2005