

# Morgan Hill USD

## Board Policy

### Avoiding Potential Conflict of Interest in Employment Practices Of Relatives

BP 4112.8  
Personnel

The Governing Board desires to maximize staff and community confidence in district recruiting, hiring, promotion, and other employment decisions by promoting practices that are free of conflicts of interest, that do not give rise to favoritism or to suspicions of preferential treatment, or to the appearance of impropriety. Regardless of familial or other close personal relationships, all policies regarding Sexual Harassment and Anti-Discrimination shall apply to all employees.

(cf. 9270 - Conflict of Interest)

~~The district actively seeks to identify familial or dating relationships of applicants with current district employees during the hiring process. The district will inform the Board of such relationships during the recruitment and job assignment process. The Board recognizes that prohibits the appointment of any persons to positions who for which a his/her relative or a person who has a close relationship who is in the position to give a personal advantage to the decision-maker maintain management, supervisory, evaluation, or promotion responsibilities over relatives or persons with a close personal relationship may be who is in the positions to give professional advantages, to as decision-makers, which may cause conflicts of interest in the performance of duties. The Board and prohibits an employee from participating in any decision that creates a conflict of interest. singularly applies to any of his/her relatives.~~

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

An employee shall notify ~~his/her supervisor~~ Human Resources within 30 days of any change in ~~his/her~~ circumstances that may lead to a potential violation of this policy and the need for possible recusals from participating in any decision that could create a conflict of interest.

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

Management Resources:

WEB SITES

California Department of Fair Employment and Housing: <http://www.dfeh.ca.gov>

Institute for Local Government: <http://www.cacities.org/index.jsp?zone=ilsg>

Policy MORGAN HILL UNIFIED SCHOOL DISTRICT

adopted: October 26, 2010 Morgan Hill, California

reviewed: November 13, 2012