

## NEPOTISM

To ensure sound management policies and procedures and to avoid actual or potential conflicts of interest, no close relative of any employee of the Evansville Community School District shall be appointed to and/or assigned to a position having a conflicting interest with a position held by a close relative. Conflicting interest is defined as having direct responsibility involving power to recommend appointment, dismissal, promotion and demotion or for supervision and evaluation of close relatives. For purposes of this policy, close relatives shall be defined as spouse, domestic partner, significant other, parent, son, daughter, sister, brother, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, niece, nephew, or first cousin.

Nothing in this policy shall be construed as discouraging the appointment of relatives for positions where there is not a conflict of interest. Except as restricted by this policy, each recommendation for employment shall be based upon the best-qualified applicant for the position to be filled. Nothing in this policy shall be construed to limit the opportunity for promotion of any person employed by the District.

In situations where a conflict of interest arises during the course of employment, the District Administrator shall review the situation on a case-by-case basis.

Legal Ref.: Sections 19.59 Wisconsin Statutes (Codes of Ethics for Local Government  
Officials, Employees and Candidates)  
111.31 (Fair Employment, Declaration of Policy)  
111.322 (Discriminatory Actions Prohibited)  
111.345 (Marital Status; Exceptions and Special Cases)