

## **514 - Anti-Nepotism**

In order to promote sound management policies and procedures and to avoid or potential conflicts of interest, it is the intent of the School Board to prevent discrimination, favoritism, and other problems caused by hiring, supervising, and working with close relatives. No close relative of an employee of the School District of Auburndale will be appointed to any position of conflicting interest with the position held by such employee. For the purposes of this policy, close relative will be defined as parent, spouse, child, sibling, immediate in-law.

Although it will be the policy of the Board that the best available candidate will be hired for each position, every effort will be made so that no person will directly supervise, hire, appoint or recommend for relatives. It is in conflict of interest, therefore, for a close relative to be employed in the same school or administrative unit with close relatives who are authorized to complete the aforementioned responsibilities. Any cases of potential conflict of interest will be reviewed regularly by the District Administrator, who will try to eliminate conflicting positions. This policy applies to certified and non-certified staff, substitutes, and any other individuals being considered for employment in the District.

Each person seeking employment in the School District of Auburndale will state in his/her application his/her relationship, if any, to any person presently employed by the District. Each applicant specifying a close relative employed in the District will receive a copy of this policy, which states the reasons why certain applicants may be ineligible for certain positions. If, after appointment of an applicant, it is found that information of a close relationship with another District employee was withheld or falsely given, the applicant will be subject to immediate dismissal. Nothing in this policy will be construed as disparaging or discouraging the appointment of close relatives for positions which are not designated by this policy as being in conflict, or to reflect upon the integrity or good judgment of any person in the employ of the School District of Auburndale.

Adopted: November 16, 2022