

**New to RCSD**  
**Policy 4212.8: Employment Of Relatives**

**Classified Employees**

The Governing Board desires to maximize staff and community confidence in district hiring, promotion, and other employment decisions by promoting practices that are free of conflicts of interest or the appearance of impropriety.

The **Governing** Board prohibits the appointment of any person to a position for which **his/her** **their** relative maintains management, supervisory, evaluation, or promotion responsibilities and prohibits an employee from participating in any decision that singularly applies to any of **his/her** **their** relatives.

For purposes of this policy, **“relative”** 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.

In addition, the Superintendent or designee may determine, on a case-by-case basis, whether to appoint a person to a position in the same department or facility as an employee with whom **he/she they** maintain a personal relationship when that relationship has the potential to create (1) an adverse impact on supervision, safety, security, or morale of other district employees or (2) a conflict of interest for the individuals involved which is greater because of the their relationship than it would be for another person.

An employee shall notify **his/her their** supervisor within 30 days of any change in **his/her their** circumstances that may constitute a violation of this policy.