

**POLICY TITLE: Non-Discrimination in Employment –
Employment and Supervision of Immediate Family
POLICY NO: 410.5 PAGE 1 of 1**

It shall be against the policy of the Wendell School District #232 for any employee to be in a position of direct supervision over a relative, a person with whom the supervisor is in a dating or live-in relationship, or domestic partnership.

“Relative” is defined as a spouse, child, parent, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, foster child, grandparent, grandchild, aunt, uncle, nephew, niece, cousin, or any “step” relationship.

In those instances where a situation existed prior to the passage of this policy on February 19, 2019, alternative supervision will be arranged by the Superintendent or designee with Board consultation.

Persons regularly employed by the District after policy adoption and prior to the inception of such relationships may be transferred to another building or placed under different supervision, if necessary, to eliminate potential conflict of interest.

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ADOPTED: February 19, 2019