

ANTI-NEPOTISM POLICY

Due to potential for perceived or actual conflicts, such as favoritism or personal conflicts from outside the work environment, which can be carried into the daily working relationship, the Wakefield School Board and/or Administration will hire or consider other employment actions concerning relatives of persons currently employed only if: a) candidate(s) for employment will not be working directly for/or supervising a relative, and b) candidate(s) for employment will not occupy a position in the same line of authority in which employees can initiate or participate in decisions involving a direct benefit to the relative. Such as; decisions include hiring, retention, transfer, promotion, wages and leave requests.

This policy applies to all current employees and candidates for employment.

If any employee, after employment or change in employment, enters into one of the above relationships, one of the affected individuals must seek a transfer or a change in the reporting relationship that is initiated and/or approved by the Superintendent.

No exception to this policy will be made without the consent of the Wakefield School Board.

Definitions

"Family member" is defined as one of the following: relationships by blood-parent, child, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece and first cousin; and relationships by marriage-spouses (as defined by state law), step-parent, step-child, brother-in-law, sister-in-law, father-in-law, mother-in-law, son-in-law, daughter-in-law, half-brother, half-sister, uncle, aunt, nephew, niece, spouse/partner of any of the above and cohabitating couples or significant others.

Mr Steve Brown
Mr Lino Avellani
Mr Bob Ouellette

Approved 9/20/2017