

Employment
Series 400

Policy Title: Nepotism

Code No. 408

Policy Statement

Employees of Heartland AEA are to avoid both real or perceived conflicts of interest.

Scope of Policy

No employee may be directly or indirectly involved in hiring, supervision, evaluation, or personnel actions affecting the career of a relative. A relative is defined as immediate family: spouse or partner, child, sibling, parent, stepchild, or in-law.

Accountability Overview

All prospective employees are required to identify employees or Board members to whom they are related. Heartland AEA employees annually identify relatives within Heartland AEA or within their district assignment. Heartland AEA reserves the right to consider the relationships in making specific assignments.

The chief administrator certifies annually to the Board that no conflicted supervisory relationships exist.

Date of Adoption:

July 9, 1991

Reviewed: 1/97, 5/12/20

Amended: 4/92, 4/01, 6/04, 12/13, 11/15