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| <u>Section C:</u> General School Administration | Knox County Board of Education Policy | | | |
| | Nepotism | Descriptor Term: | Descriptor Code: | Issued: |
| | | | G-162 | 7/95 |
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| | 7/23 | 9/23 | | |

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A principal and a family member of first-degree affinity or consanguinity shall not be assigned to the same school.

Relatives may be assigned to the same school where neither is a principal, upon the recommendation of the principal and the Director of Schools.

No employee shall be under the immediate supervision of a member of the employee’s immediate family, including a wife or husband, parent, grandparent, child, grandchild, brother, sister, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, or sister-in-law.

The Director of Schools may take prompt action if an actual or potential conflict of interest arises involving relatives or individuals involved in a dating relationship who occupy positions at any level (higher or lower) in the same line of authority that may affect the review of employment decisions.

If a relative relationship is established after employment between employees who are in a reporting situation described above, it is the responsibility and obligation of the supervisor involved in the relationship to disclose the existence of the relationship to the director of schools or his or her designee.

In other cases where a conflict or the potential for conflict arises because of the relationship between employees, even if there is no line of authority or reporting involved, the employees may be separated by reassignment or disciplinary action may be taken as appropriate. Employees in a close personal relationship should refrain from public workplace displays of affection and/or excessive personal conversation.

Approved as to Legal Form
By Knox County Law Director 7/25/2023
/Gary T. Dupler/Deputy Law Director