

**PERSONNEL--CERTIFIED/NON-CERTIFIED NEPOTISM**  
**EMPLOYMENT OF RELATIVES**

No person may be employed if that employment creates a conflict of interest to LEARN as a result of their relationship to a member of the Board of Directors or other employees of LEARN.

The following rules shall govern conflict of interest in the employment of staff:

1. No spouse, child, dependent or significant other of a Board of Directors member shall be appointed to a full-time position in this organization.
2. Persons otherwise related to a Board of Directors member may be employed following full disclosure of the relationship in a public meeting. Persons previously employed by LEARN prior to the election of the Board of Directors member directly related to them may continue employment with LEARN.
3. A spouse, child, dependent or significant other of a Board of Directors member may be employed for a limited term (six months or less) or less than half-time on a competitive basis among persons who are eligible.
4. Persons related in any way to a member of the staff shall not be appointed to a position that is in a line relationship involving supervision and evaluation of the position. Members of the same family not subject to this conflict may be employed in the same department or location if approved in writing by the Executive Director.

It is the intent of these rules to avoid any situation where a conflict of interest can arise either on the part of the member of the Board of Directors or a member of the administrative staff.

Policy adopted: December 12, 1990

Revised: January 8, 2004

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