

## RELATED EMPLOYEES

It is the policy of the Nashua Board of Education that hiring, promotions, and assignments be done in such a manner as to avoid situations in which family relationships could impact the objectivity of decision making as it relates to the employment setting, or give the perception of such loss of objectivity.

For the purposes of this policy, family relationships are defined as parent, spouse, child, sister, brother, stepparent, stepchild, foster parent, guardian, in-law, grandchild or grandparent, or domestic partner.

Among the employment settings to be avoided are the direct supervision of one's relation; access to privileged or confidential information about one's relation; a direct role in the hiring or retention of one's relation; and the evaluation of one's relation.

Recognizing the variety of employment situations that may exist or arise, circumstances on the date of adoption of this policy inconsistent with this policy will be reviewed on a case by case basis by the Superintendent for appropriate action. Employees who may be faced with situations in conflict with this policy are required to notify their immediate supervisor as soon as they become aware of the situation.

In future hiring, promotions, and assignments, it is the Board's intent that this policy be implemented to the extent deemed feasible by the Superintendent.

Approved 8/17/92

R/Bd. Approved 7/15/02