



NEPOTISM

1. No one with supervisory responsibility shall hire or recommend for hire any “relative” as defined in [Utah Code 52-3-1](#): “father, mother, husband, wife, son, daughter, sister, brother, grandfather, grandmother, uncle, aunt, nephew, niece, grandson, granddaughter, first cousins, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law or daughter-in-law. Furthermore and in addition to Utah Code, corresponding step or adoptive relative, or anyone residing on a permanent basis in an employee’s home will also be considered a “relative.”
 2. No employee shall be directly supervised or evaluated by a relative. Family members as described in D.1 may not be employed under the same immediate supervisor.
 3. The hiring of relatives is also prohibited if it results in a conflict of interest with vendors of the District.
 4. In the event of a lack of candidates, a need for specialized skills or unique circumstances, the restriction against hiring relatives may be waived in the best interest of the District upon recommendation of a review committee comprised of the Superintendent and appropriate administrator or director, and upon approval of the Board.
- Employment assignments shall be reviewed annually.
 - The District may not refuse to hire, promote, discharge, demote, or terminate an individual, or may not retaliate against, harass, or discriminate in matters of compensation or in terms, privileges, and conditions of employment against an individual otherwise qualified because the individual breastfeeds or expresses milk in the workplace. [Utah Code 34-49-204](#)