

# Truckee-Donner Recreation and Park District Policy Handbook

**POLICY TITLE:**            **Nepotism**  
**POLICY NUMBER:**       **229**

**229.10**    It is the policy of the district to seek, for its staff, the best possible candidates through appropriate search procedures. The District finds that the employment of close relatives in certain circumstances can create conflicts of interest, compromise supervision, harm employee moral or cause employee dissension.

**229.11**    For the purpose of this policy, 'close relative' is defined as husband, wife, persons living together, son, daughter, mother, father, sister, and brother.

**229.20**    No employee shall vote, make recommendations, or in any way participate in decisions about any personnel matter which may directly affect the selection, appointment, promotion, termination, other employment status, or interest of a close relative.

**229.30**    When an individual is considered for appointment in a department in which an immediate family member is already assigned, review of this fact shall be required at all appointing levels. The objective of this review shall be to assure equity to all members of the department.

**229.31**    An individual will not be considered for appointment in the same department if the close relative supervises or otherwise evaluates the performance of the other.

**229.40**    An individual will not be considered for appointment to a position regardless of departmental affiliation when a close relative is in a position which requires interrelationship of job responsibilities that require that they interact to a significant degree.