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| ROANE COUNTY BOARD OF EDUCATION | | |
| | Nepotism | Policy # 5.14 |
| | | Date Passed May 13, 1999 |

1 **5.14 - NEPOTISM**

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3 Within each governmental entity, no county employees which are relatives shall be placed

4 within the same direct line of supervision whereby one relative is responsible for supervising

5 the job performance or work activities of another relative; provided, that to the extent possible,

6 the provisions of this act shall not be construed to prohibit two or more such relatives from

7 working within the same county government entity.

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9 Relative is defined as a parent, foster parent, parent-in-law, child, spouse, brother, foster

10 brother, sister, foster sister, grandparents, grandchild, son-in-law, brother-in-law, daughter-in-

11 law, sister-in-law, or other family member which resides in the same household.

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13 When, as a result of marriage, county employees are in violation of the above prohibition,

14 such violation shall be resolved by means of transfer within the governmental entity; transfer

15 to another governmental entity; or resignation as may be necessary to remove such violation.

16 The employer shall advise the county employee of each of the alternatives available to

17 remove such violation. Such employees shall be given the opportunity to select among such

18 available alternatives. If such employees are unable to agree upon any such alternative within

19 60 days, then the employer shall take appropriate action to remove such violation.

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21 The supervisory prohibition shall not be applied retroactively, but shall be adhered to by each

22 employer in all appointing, hiring and employee transactions subsequent to this act being

23 approved.

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25 The provisions of this act shall be applied uniformly and shall constitute the nepotism policy of

26 each governmental entity.