



PERSONNEL: General

Nepotism

I. Policy Statement

- A. The Board of Education of Baltimore County (Board) encourages the promotion and retention of qualified individuals and promotes high standards of ethical behavior in the employment, evaluation, promotion and selection processes.
- B. The Board believes that employment, retention and promotion of individuals should be based on qualifications for the position, performance and ability. The Board recognizes its responsibility to establish standards that will assist in avoiding conflicts of interest, nepotism and the appearance of favoritism towards immediate family members.

II. Definitions

- A. *Affinity* – A relationship by marriage.
- B. *Consanguinity* – A blood relation – persons related by blood.
- C. *Direct Chain of Supervision* – Includes any position for which the supervising employee is responsible for making employment-related decisions, including hiring, discipline, retention, evaluation, promotion, dismissal and/or conferring of any employment benefit.
- D. *Family Member* – Any individual within the second degree of consanguinity or within the first degree of affinity as shown in Policy 4010, Form A.
- E. *Nepotism* – Favoritism shown to a family member with regard to hiring, discipline, retention, evaluation, promotion, dismissal and/or the conferring of any employment benefit.

III. Standards

To ensure that no favoritism is shown for an immediate family member, the following standards shall apply:

- A. The Board prohibits its employees from demonstrating favoritism in the hiring, discipline, retention, evaluation, promotion and/or dismissal of family members.
- B. An employee may not hold a position that is responsible for a direct chain of supervision for another employee who is a family member.

IV. Exceptions

- A. The Board reviews and considers any exceptions concerning the employment of a family member of the Superintendent.
- B. Other than as provided in paragraph IV(A) above, any exception to this policy may only occur after review by the Chief Human Resources Officer and with the approval of the Superintendent.

V. Implementation

The Board directs the Superintendent to implement this policy.

Legal References: *Annotated Code of Maryland*, General Provisions Article Title 5, *Maryland Public Ethics Law*  
*Annotated Code of Maryland*, General Provisions Article §§5-815 to 5-821, *Local Boards of Education*  
COMAR 19A.05, *Board of Education Ethics Regulations*

Related Policy: Board of Education Policy 8363, *Conflict of Interest – Prohibited Conduct*

Policy Board of Education of Baltimore County  
Adopted: 06/11/13  
Revised: 07/10/18