

Southwest Vermont Regional Technical School District	CONFLICT OF INTEREST IN HIRING	Policy 4035C
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1 It is the belief of the Southwest Vermont Regional Technical School District that the appearance  
2 of a conflict of interest should be avoided in hiring practices.

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4 The appearance of a conflict of interest exists when a family member, indirectly or  
5 directly is in a position to supervise, evaluate or hire another family member. Therefore,  
6 the Board will ~~not~~ *neither condone nor approve* the hiring of anyone in a position where the  
7 person hired will be supervised or evaluated by a family member.

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9 Definition of “Family Member”  
10 *Any individual related by marriage, blood or affinity whose close association with the employee*  
11 *is the equivalent of a family relationship These examples include step-parent and stepchildren,*  
12 *grandparents, grandchildren, and same sex and opposite-sex domestic partners.*

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14 Cross References:  
15 *5CFR §630.201(b) Definition family member*  
16 *16 V.S.A. §557 Gratuity or compensation prohibited*  
17 *16 V.S.A. §558 Eligibility for election to a school board; employment of school board members.*  
18 *See Also Policy 7205C “Board Member Conflict of Interest”*

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Date Warned	Date Adopted	Date Revised	
8/16/04	2/21/05		

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