

Conflict of Interest-AR

It is the duty of District employees involved in an intimate or romantic relationship to avoid evaluating the employee with whom they are intimately or romantically involved. The District will decide on a suitable replacement to evaluate the employee after consulting with the employee who would normally have completed the evaluation, as well as the employee being evaluated. When the District selects a replacement evaluator pursuant to this regulation, it shall respect the privacy of the two employees involved in the intimate or romantic relationship and shall not create any record or place in either employee's personnel file the reason for the need of a replacement evaluator.

If, after an independent investigation, the District learns that an evaluation has been or is being conducted in violation of this regulation, the District may take one or more of the following actions:

- Reevaluate the employee for the evaluation period in question, which reevaluation will be conducted by a suitable and qualified replacement of his/her partner or former partner; and/or
- Create a record in each employee's respective personnel file indicating that an evaluation was conducted in violation of this policy; and/or
- Such other disciplinary action as deemed appropriate.

End of Administrative Regulation