

**SUBJECT:**

**ANTI-CRONYISM POLICY**

Policy: 9.71

**Supersedes:**

None

**Pages:**

1 of \_\_

**Effective:**

March \_\_, 2006

**Approved by:**

**Board of Education of the  
School District of City of Detroit**

**1. Policy**

Impartiality in all recruitment and selection process is essential for District employees to meet their public duty by acting ethically and in the public interest. The District recognizes and fosters fair competition in the employment decision making process. It shall seek to implement this goal in all of its policy determinations and actions. Each job applicant has the right to be selected on the basis of qualifications and other objective credentials.

Accordingly, it is the policy of the District to provide employment and educational opportunities to all persons only on the basis of qualifications and credentials for each position within the District without regard to Sorority/Fraternity Affiliation, membership in social clubs or relationships with other persons employed by the District. An individual shall not, with respect to any position, be considered to meet the requirements of employment unless such individual:

- (1) has academic, management, and leadership credentials in one or more areas relevant to such position;
- (2) has a superior record of achievement in one or more areas relevant to such position;
- (3) has training and expertise in one or more areas relevant to such position.

Violators of this policy will be subject to discipline, up to and including dismissal or expulsion, or if a consultant or vendor, contract termination and/or debarment.

Applicants who have complaints of favoritism or cronyism in the hiring process are urged to report such conduct to District officials so that the District may investigate and resolve the problem.

**Attachments to Policy \_\_\_\_:** None.