



420 NEPOTISM

APPROVED: 11/2013

UPDATED: 08/2023

I. PURPOSE

The purpose of this policy is to establish consistent employment guidelines and to prevent situations where an individual may have or be perceived to have unfair influence over the career development, work assignments or work direction, performance reviews, or compensation of a family member who is also employed by Achieve Language Academy.

II. DEFINITIONS

- A. Immediate family means the employee's spouse, registered domestic partner child, parent, brother and sister, brother-in-law, sister-in-law, mother and father in-law, son and daughter in-law, grandparent, grandchild, or step-relatives or domestic partner-relatives in one of these relationships.
- B. Relatives beyond the immediate family may include aunt, uncle, niece, nephew, first or second cousins.
- C. Nepotism is favoritism shown to relatives by those with power or influence, especially hiring, or favoring the relative in scheduling, promotions, salary or compensation, disciplinary issues, etc.

III. GENERAL STATEMENT OF POLICY

The immediate family members and those living together as domestic partners of current employees will not be employed by the school under any of the following circumstances:

- A. Where one of the parties would have authority, or practical power, to supervise, appoint, remove, or discipline the other;
- B. Where one party would be responsible for auditing the work of the other; or,
- C. Where other circumstances exist which would place the parties in a situation of actual or reasonably foreseeable conflict between the interest of one or both parties and the best interests of the school.

If two employees marry, or begin living together as domestic partners, and as a result, the circumstances prohibited exist; only one of the employees will be permitted to stay employed with the school. The decision as to which employee will remain with the school must be made by the two employees within thirty (30) calendar days of the date they marry, or begin living together as domestic partners. If no decision has been made during this time, the most recently hired employee will be terminated.



In considering the employment of an employee's "immediate family" or a relative beyond "immediate family" members the school must ensure that the relative has:

- The appropriate education and or credential for the job
- Outside work experience related to the position, and that,
- The position is an existing and vital position with a published job description, determined pay and performance expectations

The position opening must be posted and the potential candidates vetted in accordance with the human resource policies and procedures of the school.

A potential employee has the responsibility to notify the hiring agent of any relationship to current employees.

All incoming employees shall be required to read and sign your school's nepotism policy upon employment.

LEGAL REFERENCES:

Minn. Stat. §124E (Charter Schools)