

Nepotism Policy

Adopted: December 20, 2016

Modified: July, 2021

Last review:

PURPOSE

The purpose of this policy is to comply with MN Statutes 124D.10 Sub 11(c) that requires charter schools to have a nepotism policy regarding employment.

GENERAL STATEMENT OF POLICY

In order to avoid a variety of personnel problems (the perception of favoritism, awkward workplace situations, difficult work environments, organizational disharmony, and employee morale and job satisfaction issues), a transparent policy regarding nepotism in the workplace is desirable.

DEFINITIONS

- A. Nepotism – Favoritism applied without regard to merit through authority or influence by someone in a position of power toward family members or others for whom the employee is legally responsible. Favoritism is shown by giving treatment in any employment action to family members and others as defined in the policy.
- B. Employment Action – Hire, promote, reclassify, supervise, direct, evaluate, make a compensation recommendation, assign work or resources, approve leave requests, give any benefit, or terminate employment.
- C. Family Member – Spouse; domestic partner; mother; father; sister, brother; biological, adopted, or foster child; stepchild; legal ward; grandparent; grandchild; first cousin; aunt; uncle; niece; nephew; mother-in-law; father-in-law; sister-in-law; brother-in-law; daughter-in-law; son-in-law; grandparent-in-law; grandchild-in-law; or corresponding step-relatives; or corresponding relatives of the employee’s partner; other persons for whom the employee is legally responsible; and any who stood in loco parentis to the employee as a child.
- D. Alternative Arrangements – Removing the responsibility to hire, promote, reclassify, supervise, direct, evaluate, or make a compensation recommendation, assign work or resources, approve leave requests, give any benefit, or terminate employment for the family member, and recusing oneself from influencing employment-related decision. This includes relationships that are post-hire. If alternative arrangements are not possible, employment is not feasible.

Nepotism Policy

Adopted: December 20, 2016

Modified: July, 2021

Last review:

32

PROCEDURES

- 33
- 34 A. Individuals must notify the Executive Director if any family member applies for a position for
- 35 which they will be responsible or may influence the employment actions referred to in this
- 36 policy. The Executive Director must notify the Board Chair if any of their family members
- 37 apply for a position.
- 38
- 39 B. In considering the employment of an employee's family member, the school must ensure
- 40 that:
- 41 i. The relative has the appropriate education and credentials for the job;
- 42 ii. The position is an existing position with a published job description and determined pay
- 43 and performance expectations.
- 44 iii. The position is posted and the potential candidates are vetted in accordance with the
- 45 procedures of the school.
- 46 iv. The hire will not create or contribute to organizational disharmony.
- 47
- 48 C. Internal and external applicants are required to self-disclose, at the time of application, if the
- 49 position for which they are applying reports to or supervises a family member.
- 50
- 51 D. Internal and external applicants who have family members who work at the school must
- 52 have an approved alternative arrangement in place prior to being approved for employment
- 53 if the family member is involved in any employment actions regarding the applicant.
- 54
- 55 E. If a conflict of interest cannot be eliminated through alternative arrangements, or if the
- 56 school cannot ensure that the hire will not create or contribute to organizational
- 57 disharmony, the hire will not be approved.
- 58
- 59 F. All employees hired who have family members working at the school must have on file an
- 60 approved Family Relationship Disclaimer with an approved alternate arrangement if
- 61 necessary.
- 62

Nepotism Policy

Adopted: December 20, 2016

Modified: July, 2021

Last review:

63 G. Individuals who do not notify the Executive Director and who do not have the necessary
64 alternative arrangements are in violation of school policy and will be subject to corrective
65 action.
66

67 **ACCOUNTABILITY**

68 Individuals violating this policy will be held accountable with consequences up to and including
69 termination.

70

71 **References**

72 MN Statutes 124D.10 Sub 11(c)

73 Ohio State University Nepotism Policy 1.25 (Revised 7/01/12)

74 Minnesota Association of Charter Schools Nepotism/Anti-Nepotism Sample Policy (September
75 2013)

76 Cornerstone Montessori Elementary School Nepotism Policy