

COMMUNITY OF PEACE ACADEMY POLICY No. 2.10 NEPOTISM

I. PURPOSE

In accordance with Minnesota Statute 124E.07, Subd. 6, this policy provides a process that defines the conditions under which members of the same family or household may be employed by Community of Peace Academy without placing them in a real or apparent Conflict of Interest.

II. POLICY STATEMENT

It is the policy of Community of Peace Academy to address the issue of nepotism while ensuring that the school complies with the Minnesota Human Rights Act. Employees and applicants for employment shall not be denied opportunities nor afforded advantages because of their status as a family or household member of another employee.

III. DEFINITIONS

- A. "Nepotism" means the inappropriate action regarding appointment, employment, promotion or the advocacy of such action, by a public official in a position to influence directly or indirectly, these personnel decisions.
- B. "Relative" for this policy means an individual who is related to an employee as a father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, grandchild, grandparent, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, half-sister, or legal guardian. It also includes individuals of the same sex or the opposite sex living together in a committed relationship whether married or not.

IV. POLICY

- A. Employees and independent contractors or consultants will be hired based on meeting the objective criteria established by the administration for the position or the contract.
- B. An employee may not hire, supervise, promote, evaluate or participate in the evaluation of a relative employed by or contracted with the school.

Legal References: Minn. Stat. §124E.07, Subd. 6 (Charter Schools)
Minn. Stat. §363A (Human Rights)

Cross Reference: Policy 2.4.1 Conflict of Interest