

I. PURPOSE

This policy ensures Athlos Academy avoids nepotism issues, favoritism, or the appearance of impropriety, in its employment or school business related activities.

II. POLICY

- A. 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:
 - 1. Where one of the parties would have authority, or practical power, to supervise, appoint, remove, or discipline the other;
 - 2. Where one party would be responsible for auditing the work of the other; or,
 - 3. 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.
- B. 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
 - 1. 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
 - 2. If no decision has been made during this time, the most recently hired employee will be terminated.
- C. 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:
 - 1. The appropriate education and or credential for the job
 - 2. Outside work experience related to the position, and that
 - 3. The position is an existing and vital position with a published job description, determined pay and performance expectations
- D. The position opening must be posted and the potential candidates vetted in accordance with the 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 and the family relationship disclaimer form upon hire. In the event that policies adopted by Athlos Academy are in conflict with then applicable Minnesota law, the provision of the law will apply.

Legal References:

[Minn. Stat. § 124E.07, Subd. 6](#)