

Adopted: 01-18-2016
Revised: 2/17/2022

ROCHESTER BEACON ACADEMY-RBA
POLICY No. 210
NEPOTISM

I. PURPOSE

The purpose of this document is to explain RBA's policy on nepotism.

II. POLICY STATEMENT

It is the policy of RBA to address the issue of nepotism while ensuring that the school complies with the Minnesota Human Rights Act.

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. Employees will be hired or dismissed upon a majority vote of school board members.
- 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 (Charter Schools – Board of Directors)

Minn. Stat. § 363A (Human Rights)

Cross Reference: Policy 204 – Conflict of Interest