



Nepotism Policy

Policy Number: 4005

I. Purpose

The Summit Academy Board of Trustees has established general guidelines and standards for Nepotism in the workplace. Thus, ensures that individuals cannot influence the hiring, promoting or discipline of a close relative.

II. Definition

A. "Relative" means a father, mother, husband, wife, son, daughter, sister, brother, grandfather, grandmother, uncle, aunt, nephew, niece, grandson, granddaughter, first cousin, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, or daughter-in-law.

III. Board Policy

The Summit Academy Board of Trustees is an equal opportunity employer and desires to maintain a high level of employee performance and satisfaction. The Board has determined that nepotism is detrimental to overall employee performance and satisfaction.

Nepotism

1. Persons related by blood or marriage to a school official (board member or administrator) may be employed by the school, but the interested school official must declare the relationship and abstain from discussing or voting on the appointment.
2. No one with supervisory responsibility shall hire or recommend for hire any relative: as defined in **Utah Code 52-3-1**. Furthermore, and in addition to Utah Code, corresponding step or adoptive relative, or anyone residing on a permanent basis in an employee's home will be considered a relative.
3. No employee shall be directly supervised or evaluated by a relative. Family members may not be employed under the same immediate supervisor, defined as the authorized evaluator for the employee.
4. In the event of a lack of candidates, a need for specialized skills or unique circumstances, the prohibition on hiring relatives may be waived upon recommendation of the Executive Director and another administrator, upon approval of the Board.

IV. References

A. Utah Code 52-3-1

V. Attachments

N/A

VI. Revision History and Approval Dates

Version 1: February 2017: Original Date of Approval

Version 2: April 14, 2022: Updated for formatting