



EMPLOYMENT OF RELATED PERSONS (ANTI-NEPOTISM POLICY)

WHEREAS, Baypoint Preparatory Academy (“School”) decisions concerning the employment, evaluation, promotion and compensation of personnel should be exclusively based in every instance on considerations of individual merit (“merit principle”); and

WHEREAS, it is the goal of Baypoint Preparatory Academy that all staff and faculty appointments and advancements be made on the basis of merit; and

WHEREAS, it is inappropriate to bar from employment someone with meritorious qualities simply because a relative of the individual happens to be in the employ of the School, and

WHEREAS, it is similarly contrary to School policy that individuals should be appointed or advanced because of a family or personal relationship with some member of the School faculty or administration; and

WHEREAS, favoritism based on family or personal relationships between employees derogates the merit principle of employment, and

WHEREAS, the risk of occurrence of such favoritism can be avoided most effectively by the advance establishment of general restrictions against the creation of situations where such favoritism could be operative; and

WHEREAS, a standard policy concerning the employment of related persons, applicable to personnel practices Baypoint Preparatory Academy, is desirable.

NOW, THEREFORE, the Governing Board herewith adopts the following POLICY CONCERNING THE EMPLOYMENT OF RELATED PERSONS:

A. Basic Principles

Consistent with the principle that School employees and prospective employees shall be hired, evaluated, and advanced on the basis of individual merit, without reference to considerations of race, sex, religion or national origin, or any other factors not involving personal professional qualifications and performance, the following restrictions, designed to avoid the possibility of favoritism based on family or personal relationship, shall be observed with respect to personnel:

1. Related persons currently employed by the School shall immediately disclose all family and personal relationships with other School employees. All persons wishing to be considered for employment with the School shall disclose family and personal relationships with then-current School employees or students.
2. Related persons shall not serve concurrently within the school in any case where one such related person would directly supervise the other related person.

3. With respect to proposed employment decisions which would result in the concurrent service of related persons within the same department, a person related to an incumbent employee may not be employed if the professional qualifications of other candidates for the available position are demonstrably superior to those of the related person.
4. With respect to the concurrent service of related persons within the same department, neither related person shall be permitted, either individually or as a member of the faculty or as a member of a committee, to participate in the evaluation or advancement or salary decision of the other related person.
5. No Board member, member of the School administration or faculty shall engage in recommendations, discussions, or otherwise participate in any final decision or recommendation relating to the appointment, promotion, retention, tenure, or other condition of employment at Baypoint Preparatory Academy of a related person.
6. This policy shall not supplant the application of conflicts of interest laws to Baypoint Preparatory Academy
7. Furthermore, no faculty or staff member related to a student as defined below may teach, supervise, or evaluate that person either individually or as part of a group in any activity connected to the School.

B. Definition of "Related Persons"

The following relationships create related persons:

1. Parent and child
2. Siblings
3. Grandparent and grandchild
4. Aunt and/or uncle and niece and/or nephew
5. First cousins
6. Spouses and registered domestic partners
7. Guardian and ward
8. Any corresponding in-law, step, or adoptive relative, or anyone residing in a permanent basis in the home of a current School employee or student.
9. Persons engaged in amorous relationships; an amorous relationship exists when, without marriage, two persons voluntarily have a sexual union or are engaged in a romantic courtship (e.g., dating or engaged to be married) that may or may not have been consummated sexually.

C. Policy Statement on Consensual Relationships

Consensual romantic or sexual relationships between supervisors and employees and between faculty or staff and students are potentially exploitative and must be avoided. They raise serious concerns about the validity of the consent, conflict of interest, and unfair treatment of others.

The School's anti-nepotism policy precludes individuals from evaluating the work performance of others with whom they have intimate familial or personal relationships, or from making hiring,

salary, or similar financial decisions concerning such persons. The same principles apply to supervisor-employee, relationships in the context of work or academic evaluation.

In addition, a supervisor will be prohibited from evaluating an employee's job performance if he or she is romantically, or sexually involved with that employee.

Violations of the School's Consensual Relationship Policy, if proved, will result in the imposition of corrective actions and/or disciplinary sanctions, up to and including dismissal from the School's employ.

D. Effective Date

The provisions of this policy shall be applicable prospectively only, with reference to appointments made after the adoption date of the policy.

E. The Director(s) shall report annually to the Governing Board, at the regular meeting falling closest to the date of commencement, concerning all specific cases during the preceding year in which the terms of this policy were applied.

Board Approved May, 2021