

**Green Isle Community School Policy 422**  
**Independent Charter School District #4144**

*Adopted: 11.16.13*

*Revised: 10/23/2014*

**Policy 422 Anti-Nepotism**

**I. PURPOSE**

The purpose of this policy is to establish consistent employment guidelines and to prevent situations where an individual may have or be perceived to have unfair influence over the career development, work assignments or work direction, performance reviews, or compensation of a family member who is also employed by Green Isle Community School or its Board of Directors.

**II. GENERAL STATEMENT OF POLICY**

- a. No individual shall be assigned, reassigned, permanently or temporarily employed or issued an independent contract in a department, special program, location or school where one member of a family has direct administrative or supervisory responsibility over that individual. For purposes of this policy, "supervisor" or "administrator" means any employee, regardless of job description or title, having authority in the interest of the employer to hire, set salary, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or having responsibility to direct them, or to adjust their grievances, or effectively to recommend this action, if, in connection with the foregoing, the exercise of this authority is not of a routine or clerical nature, but requires the use of independent judgment.
- b. This policy does not apply to those employees who are hired to be casual; substitute or temporary employees and whose total days worked do not exceed sixty (60) days in a fiscal year.
- c. The Board of Directors recognizes that the specific child, school or legal demands may call for exceptions to this policy. If situations arise the Director or his/her designee will be responsible for administering these situations.
- d. This policy shall not be interpreted to restrict the rights of students to enroll in or be assigned to classes taught by close relatives. In such cases, the close relative faculty members shall be responsible for making those academic decisions normally incident to their instructional duties.

**III. DEFINITIONS**

Relatives under this policy include the following relationships: the employee's spouse or ex-spouse, domestic partner, child, domestic partner's children, mother, father, brother, sister, step-family, aunt, uncle, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparents and grandchildren of the employee spouse or member of the employee's household, other than roommates. For purposes of the above: An adopted child is treated as the natural child of the adoptive parents

Legal References: Minn. Stat. Ch. 363 (Minnesota Human Rights Act)  
42 U.S.C., Section 2000c et seq.(Title VII. of the Civil Rights Act