**Endazhi-Nitaawiging
School Board Policies & Procedures Manual
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| **445- NEPOTISM** |

1. **PURPOSE:**To clearly define Endazhi-Nitaawiging’s policy regarding the standards for close relatives working for the school in the same or different departments.
2. **POLICY:**

Endazhi-Nitaawiging permits the employment of qualified relatives of employees of the employee's household or immediate family as long as such employment does not, in the opinion of the Academy, create actual conflicts of interest. For purposes of this policy, "immediate family" is defined as a spouse, child, parent, sibling, grandparent, grandchild, aunt, uncle, first cousin, corresponding in-law, "step" relation or any member of the employee's household. Endazhi-Nitaawiging will use sound judgment in the placement of related employees in accordance with the following guidelines:

* Individuals who are related by blood, marriage, or reside in the same household

are permitted to work in the same Academy department, provided no direct

reporting or supervisor to subordinate relationship exists. That is, no employee is

permitted to work within " the chain of command" when one relative's work

responsibilities, salary, hours, career progress, benefits or other terms and

conditions of employment could be influenced by the other relative.

* Related employees may have no influence over the wages, hours, benefits, career

progress and other terms and conditions of the other related staff members.

* Employees who marry while employed, or become part of the same household are

treated in accordance with these guidelines. That is, if in the opinion of the

Academy, a conflict arises as a result of the relationship, one of the employees

may be transferred at the earliest practicable time.

Any exceptions to this policy must be approved by the Board of Education at the time of

hiring and prior to contract renewal.

***Adopted:* July 27th, 2022**