



Making something amazing.

Adopted: 10-29-17

216 NEPOTISM

I. PURPOSE

The purpose of this policy is to provide guidelines as The Studio School prohibits nepotism and considers it a major conflict of interest in the workplace.

II. GENERAL STATEMENT OF POLICY

- A. For the purpose of this policy, nepotism is defined as any employee or School Board member who engages in giving or showing favoritism, giving preferential treatment or the appearance of improper influence to a person or persons such as relatives or close friends without merit.
- B. Relatives or close friends 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 stepfamily, 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.
- C. Nepotism and conflict of interest exist where an individual has authority (or practical power) in any of the following circumstances: hiring, recommending someone for employment, promoting, assignments, assigning tasks or work, purchasing from or recommending purchasing from, removing or disciplining, auditing, performance evaluating, or awarding quotes or bids.
- D. This policy is not intended to discourage otherwise qualified individuals who are friends or relatives from working at The Studio School as long as there is no conflict of interest. Employees who marry or become members of the same household may continue employment as long as there is not a direct or indirect supervisor/subordinate relationship, or an actual, appearance of, or perception of a conflict of interest.
- E. This anti-nepotism provision shall be subject to all anti-discrimination requirements applicable to an individual or to The Studio School. Employees witnessing nepotism or conflicts of interest under this policy shall report such activity to the Executive Director. No employee may be subject to reprimand or disciplinary action for good faith reports under this policy.

Legal References:

42 U.S.C. § 2000e2 (Title VII of the Civil Rights Act)
EEOC v Sambo's of Georgia, Inc., 530 F Supp. 86 92 (N.D. GA. 1981)
McDonnell Douglas Corp. V. Green, 411 U.S. 792 (1973)