

**Surad Academy**  
**404. Anti-Nepotism Policy**

*Adopted: March 20, 2023*

**I. PURPOSE**

Charter Schools are required to have a Nepotism Policy. The purpose of this document is to provide Surad Academy's policy on nepotism.

**II. POLICY STATEMENT**

It is the policy of Surad Academy to address the issue of nepotism while ensuring that the school complies with the Minnesota Human Rights Act.

**III. DEFINITIONS**

A. "Nepotism" means the inappropriate action regarding appointment, employment, promotion or the advocacy of such action, by a public official in a position to influence directly or indirectly, these personnel decisions.

B. "Relative" for this policy means an individual who is related to an employee as a father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, grandchild, grandparent, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, half-sister, or legal guardian. It also includes individuals of the same sex or the opposite sex living together in a committed relationship whether married or not.

**IV. POLICY**

A. Employees and independent contractors, consultants or any relative seeking a compensated position, will be hired based on meeting the objective criteria established by the administration for the position or the contract. Any issues of nepotism will go before the school board. Such employees will be hired or dismissed upon a majority vote of school board members.

B. An employee may not hire, supervise, promote, evaluate or participate in the evaluation of a relative employed by or contracted with the school.

**Legal References:**

Minn. Stat. §124D.10 (Charter Schools)

Minn. Stat. §363A (Human Rights)

Surad Policy 202 (Board Conflict of Interest)

403 (Employee Conflict of Interest)