



ANTI-NEPOTISM

Purpose

The purpose of this policy is to prevent nepotism for full-time and part-time employees at St. Croix Preparatory Academy.

General Statement of Policy

No employee of St. Croix Preparatory Academy shall be assigned to a position in which that employee is directly supervised by a relative.

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.

The Board of Directors recognizes that specific child, school, or legal demands may call for exceptions to this policy. If situations arise the Executive Director or his/her designee will be responsible for administering these situations.

Definition

“Relative” 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.

Violations

Employees who violate the provisions of this policy may be subject to discipline, which may include reprimand, suspension, and/or termination or discharge.