

ANTI-NEPOTISM

Blue Oak Charter Council believes nepotism is inconsistent with Blue Oak Charter School's policy of making employment decisions and other business decisions based solely on needs, individual qualifications, skills, ability and performance. The purpose of this policy is to avoid favoritism, the appearance of or potential for favoritism, and conflicts of interest and loyalty often associated with nepotism.

No Blue Oak Charter School employee (including faculty members or staff employees) or any volunteer may make, participate in, or attempt to influence employment or other business decisions involving a relative or pressure or cause others to do so. Therefore, there can be no direct reporting or supervisory relationship between relatives, and all "employment decisions" must be made by others. A management plan is required when an individual already assigned to a position becomes a relative of a supervisor, subordinate, or someone who works for the same immediate supervisor. The purpose of the management plan is to outline supervision and evaluation procedures that will mitigate possible conflicts of interest. The management plan must address reporting relationships, supervision, and evaluation that will assure that there will be no decision making based upon relationships between relatives in promotion, compensation, hours, or other conditions of employment or in any approvals required. The plan should address the management of the approval and review process to preclude any potential appearance of nepotism, conflict of interest, or conflict of commitment.

In order to comply with this policy, applicants for employment, employees offered promotional opportunities, and employees requesting reassignment shall be required to indicate if they have any relatives who are employees of Blue Oak Charter School. An employee shall notify his/her supervisor within 30 days of any change in his/her circumstances that may constitute a violation of this policy.