
I. PURPOSE

This policy establishes the Athlos Academy Governing Board's approved stance on the employment of relatives.

II. POLICY

- A. Members of an employee's immediate family will be considered for employment based solely on their qualifications.
- B. With respect to the employment of family members, Athlos Academy reserves the right to:
 - 1. Refuse to place one family member under the direct supervision of another where such has the potential for creating an adverse effect on supervision, safety, security, or morale; and
 - 2. Refuse to place family members in the same department, division, program or facility where such has the potential for creating an adverse effect on supervision, safety, security, morale, and involves potential conflicts of interest.
- C. Relatives within the third degree of kinship by blood or marriage of any school employee, regardless of status, will not be hired in the same department, division, program, or facility where such has the potential for creating an adverse effect on supervision, safety, security, morale or involves potential conflicts of interest without the written prior approval of the Lead School Administrator.
- D. If two (2) employees marry, become related or cohabit and a conflict arises, a disclosure must be made to the Lead School Administrator within a reasonable time frame with the subsequent action left up to the discretion of the Lead School Administrator.
 - a. While reasonable efforts will be made to assist in resolving any real or perceived conflicts, there may be instances in which one of the employees may be reassigned or in extreme cases, asked to resign.

Legal References:

[Utah Code § 52-3-1](#)