

CHAVEZ HUIERTA

K-12 PREPARATORY ACADEMY

Book	CHPA Board Policy Manual
Section	Chapter 5 Human Resources
Title	BP 5190 Nepotism
Number	BP 5190
Status	Active
Legal	Chavez/Huerta K-12 Preparatory Academy Board of Directors
Adopted	November 8, 2016
Last Reviewed	November 8, 2016

Chavez/Huerta K-12 Preparatory Academy, CHPA, does not prohibit the employment of relatives in the same department or division, with the exception that they shall not be assigned to a position of employment within the same department, division or site that has an immediate family member who is in a position to recommend or influence personnel decisions.

Personnel decisions include appointment, retention, evaluation, work assignment, promotion, demotion, or salary of the relative.

Immediate family means spouse, parents, grandparents, siblings, children, grandchildren and in-laws or any other relative living in the employee's home.

CHPA will make reasonable efforts to assign job duties to minimize the potential for creating an adverse impact on supervision, safety, security, or morale, or creating other potential conflicts of interest.

Notwithstanding the above, CHPA retains the right where such placement has the potential for creating an adverse impact on supervision, safety, security, or morale, or involves other potential conflicts of interest, to refuse to place spouses in the same department, division or facility. CHPA retains the right to reassign or transfer any person to eliminate the potential for creating an adverse impact on supervision, safety, security, or morale, or involves other potential conflicts of interest.

See AP 5190 Nepotism

Last Revised November 4, 2016