

In making recommendations for the selection of personnel, the School Director at Brevard Academy, Challenge Foundation Academy will ensure that any employment decision will not result in the employment of relatives or members of immediate family where one member would have supervision of a member of his or her family or would occupy a position which has influence over the other's employment, promotion, salary, or other related management and personnel considerations.

For the purposes of this policy the terms "immediate family" or "relative" shall include the following relationships: relationships established by blood, marriage, or legal action. Examples include the employee's: spouse, mother, father, son, daughter, sister, brother, mother-in-law, father-in-law, sister-in-law, daughter-in-law, stepparent, stepchild, aunt, uncle, nephew, niece, grandparent, grandchild, or cousin. The term also includes domestic partners (a person with whom the employee's life is interdependent and who shares a common residence) and, a daughter or son of an employee's domestic partner.

Brevard Academy – Challenge Foundation Academy *may* allow existing personal relationships to be maintained with the exception of the following circumstances:

- Shall not work under the supervision of an employee with whom the immediate family member or relative relationship exists;
- Shall not create a supervisor/subordinate relationship with an immediate family member or relative;
- Shall not supervise or evaluate an immediate family member or relative;
- Shall not create an adverse impact on work productivity or performance;
- Shall not audit or review the immediate family member or relative's work;
- Shall not be employed if a member of the employee's immediate family or relative serves on the Board of Directors or any committee or council that has authority to review or order personnel actions or wage and salary adjustments.