

Section 13 Nepotism Policy

Consistent with the principle that PBLA employees and prospective employees shall be hired, evaluated, and advanced on the basis of individual merit, without reference to considerations of race, sex, religion, sexual orientation, or national origin, or any other factors not involving professional qualifications and performance, the following restrictions shall be observed with respect to personnel matters to avoid the possibility of favoritism based on family or personal relationship:

A. Related Individuals

In the context of this nepotism policy, related individuals are defined as husband, wife, son, son-in-law, daughter, daughter-in-law, father, father-in-law, mother, mother-in-law, brother, brother-in-law, sister, sister-in-law, grandparents, and grandchildren.

B. Supervisory Authority

No one with supervisory responsibility shall hire, recommend for hire or supervise any related employee.

C. Full Disclosure

Related persons currently employed by the school shall immediately disclose all family and personal relationships with other School employees. All persons wishing to be considered for employment with the school shall disclose family and personal relationships with then-current School employees.

D. Avoiding A Conflict of Interest

No Board member, member of the Academy administration or faculty member shall engage in recommendations, discussions, or otherwise participate in any final decision or recommendation relating to the appointment, promotion, retention, tenure, or other condition of employment of a related person.

E. Exception to Policy

In the event of a lack of candidates, a need for specialized skills, or other unique circumstances as determined on a case-by-case basis, the restriction against hiring related persons may be waived in the best interest of the School upon recommendation of a review committee comprised of non-related administrator(s), and upon the approval of the Board of Trustees.