

POLICY ON NEPOTISM

The purpose and applicability of this is to establish a policy for the Regina Inter- Parish Catholic Education Center to address employees and members of the Board of Directors who are also members of the same family.

1. For purposes of this policy, "family member" means spouse, children, stepchildren, parent of employee or spouse, brother, sister of employee or spouse, grandparents or grandchildren of employee or spouse, aunts and uncles of employee or spouse, nephews and nieces of employee or spouse, brothers-in-law and sisters-in-law of employee or spouse, sons-in-law and daughters-in-law of employee or spouse.
2. Members of the same family are eligible for employment by the Regina Inter-Parish Catholic Education Center. However, a supervisor- subordinate relationship shall not exist between family members nor shall one member of a family assume for the other the role of advocate or judge with respect to conditions of employment or promotion.
3. When members of the same family are recommended to work for the same supervisor, the arrangement shall be approved by majority vote in advance by the Regina Inter-Parish Catholic Education Center Board of Education. No appointment of a family member may be made without such prior approval.
4. If a supervisor/subordinate relationship between family members develops during employment, family members must notify their immediate supervisor immediately. The Regina Inter-Parish Catholic Education Center will take action to ensure that the supervisor-subordinate relationship does not continue to exist; such action may include transfer, reassignment, or removal of one or more family members.
5. This policy does not apply to appointments and promotions made, or to family relationships, which existed, prior to the effective date of this policy.

Adopted:
Reviewed: November 2002
Reviewed: October 2009
Reviewed: January 2013
Revised: January 2014
Reviewed: January 2016
Reviewed: March 2019
Reviewed: June 2022
Reviewed: September 2024