

# Board Policy P-3: Nepotism Prohibited



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## REFERENCES

[P-3: Administrative Procedures, Nepotism Prohibited](#)

[Utah Code Ann. §52-3-1 et seq., Employment of Relatives and Household Members Prohibited -- Exceptions](#)

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## THE POLICY

The Salt Lake City School District Board of Education prohibits nepotism in employment matters to the fullest extent possible under the law. In prohibiting nepotism, the board's goal is to avoid the appearance of, or potential for, favoritism, conflicts of interest, or management disruptions. This policy does not, however, prohibit the district from simultaneously employing relatives or closely related persons when the employment relationship does not create actual or potential conflicts of interest and where the employee has no influence over the terms or conditions of the related person's employment.

The purpose of this policy is to promote effective supervision and a positive and trusting workplace environment while at the same time ensuring that employment-related decisions are based solely on the district's needs and an individual's qualifications, skills, abilities, and performance.

The district has set forth its specific process for implementing this board policy through the accompanying [administrative procedures](#).

No district employee or student shall be subjected to discrimination in employment or any district program or activity on the basis of age, color, disability, gender, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. The district is committed to providing equal access and equal opportunity in its programs, services and employment including its policies, complaint processes, program accessibility, district facility use, accommodations and other Equal Employment Opportunity matters. The district also provides equal access to district facilities for all youth groups listed in Title 36 of the United States Code, including scouting groups. The following person has been designated to handle inquiries and complaints regarding unlawful discrimination, harassment, and retaliation: Tina Hatch, Compliance and Investigations/Title IX Coordinator, 406 East 100 South, Salt Lake City, Utah 84111, (801) 578-8388. You may also contact the Office for Civil Rights, Denver, CO, (303) 844-5695.