

## Myron B. Thompson Academy Hiring Policy

The Myron B. Thompson Academy (Thompson Academy) is committed to a fair and equitable policy of employment and advancement based on qualifications and merit and does not discriminate in favor or in opposition to the employment of people with close personal relationships with current employees.

Due to potential for perceived or actual conflicts of interest, the following restrictions have been established to avoid working relationships that may potentially lead to complaints of favoritism, lack of objectivity, or morale and dissention problems.

People with close personal relationships with current employees may be hired if they will not be working directly for or supervising the current employee or will not occupy a position where the current employee can initiate or participate in decisions involving a direct benefit to the people with a close personal relationship. Such decisions include but are not limited to hiring, retention, transfer, performance evaluations, promotion, wages and leave requests. This policy applies to all current and potential employees.

If a close personal relationship arises or exists between two current employees, the employees must continue to behave at all times in a professional manner which does not compromise their job performance, professional integrity, or independent judgment and which does not create any appearance of impropriety. The Thompson Academy may take measures calculated to eliminate any conflict of interest, such as allowing management level employees to recuse themselves from decisions involving a direct benefit to employees with close personal relationships.

"People with close personal relationships" include relatives such as a spouse, child, parent, grandparent, in-law, aunt, uncle, cousin, brother and sister, and their spouses or children, as well as a domestic partner of an employee, reciprocal beneficiary, boyfriend or girlfriend or business partner.

Thompson Academy reserves the right to determine that other relationships not specifically mentioned in this policy present actual or potential conflicts of interest as well. In any case where Thompson Academy determines, in its sole discretion, that a relationship between two employees presents an actual or potential conflict of interest, The Thompson Academy may take whatever action it determines to be appropriate to avoid the actual or potential conflict of interest. Such action may include, but is not necessarily limited to, transfers, reassignments, changing shifts, or where it deems appropriate, action up to and including possible termination.

The Local School Board is responsible for ensuring policy compliance. Employees are responsible for reporting any changes in close personal relationships immediately to their supervisor.

No exception to this policy will be made without the written consent of the Local School Board.