

# Board Policy P-3: Nepotism Prohibited



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## REFERENCES

[Administrative Procedures for Board Policy P-3](#)  
[Utah Code Ann. §52-3-1 et seq., Employment of Relatives Prohibited](#)

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## THE POLICY

The Salt Lake City School Board of Education prohibits nepotism in employment matters to the fullest extent possible under the law. In prohibiting nepotism, it is the goal of the board and district to avoid creating circumstances in which the actuality or appearance of favoritism, conflicts of interest, or management disruptions exist.

The purpose of this policy is to promote a positive work environment that is conducive to the professional growth of all employees and to ensure that employment-related decisions are made in an appropriate and unbiased setting.

The district will 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, 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: Whitney Banks, Compliance and Investigations, 440 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.