



At Emereau, we illuminate to embark; we investigate to discover; we innovate to transform; we cultivate to sustain; we celebrate to thrive - realizing the potential within us - we graduate. $E=i^3c^2g!$

Illuminate Investigate Innovate Cultivate Celebrate Graduate

Nepotism Policy Emereau: Bladen Charter School

Purpose

The purpose of this policy is to ensure fair hiring and employment practices and to avoid creating or maintaining circumstances in which the appearance or possibility of favoritism or conflicts of interest may arise from familial relationships within Emereau: Bladen Charter School.

Definition of Nepotism

Nepotism refers to the practice of favoring relatives in employment decisions, including hiring, promotion, supervision, and other workplace matters, regardless of qualifications. Immediate family members shall be as defined by NCGS 115C-12.2.

Scope

This policy applies to all employees, board members, prospective board members, and applicants for employment at Emereau: Bladen Charter School.

Policy Statement

1. Hiring Restrictions:

- No employee or board member shall participate in decisions involving the hiring, promotion, evaluation, retention, discipline, or compensation of a family member.
- A candidate for employment who is an immediate family member of a current employee or board member must disclose this relationship during the hiring process.

2. Supervisory Relationships:

- Employees shall not directly supervise, evaluate, or influence employment decisions regarding an immediate family member.
- If such a relationship arises, the school shall make reasonable efforts to adjust reporting structures to eliminate the conflict.

3. Board Members:

- Board members shall recuse themselves from discussions and votes related to the hiring, evaluation, or employment conditions of a family member.



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- The Board shall not appoint or hire an immediate family member of a current board member for any paid position without full disclosure and approval by a majority of disinterested board members.

4. Exceptions & Disclosure:

- In cases where hiring a qualified candidate who is a relative is deemed in the school's best interest, the Board may grant an exception, provided that safeguards are in place to prevent conflicts of interest.
- Employees and board members must disclose any potential nepotism concerns in writing to the school's administration or board leadership.

Board Review and Approval

The Board will review all applications, will disclose family relationships, and will approve hiring of employees in a duly called open session meeting.

Enforcement & Consequences

Failure to comply with this policy may result in disciplinary action, up to and including termination of employment or removal from the board.

Legal Compliance

This policy aligns with North Carolina General Statutes regarding conflicts of interest and public employment practices, specifically, but not limited to Chapters 55A and 115C of the North Carolina General Statutes.

Board Approved/Reviewed: January 13, 2026

Signature: [Handwritten Signature]

Title: Board of Directors Chair

Agent of Emereau Bladen Charter School

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Signature: *Polly M. Hancock*

Title: Executive Director