

SAI Nepotism & Familial Relationship Policy

Scope: All Board Members, Contractors, Leadership, and Future Staff.

1. Purpose and Philosophy

SAI is committed to maintaining the highest standards of integrity, transparency, and fairness in its operations. To ensure that all decisions regarding leadership, contractors, and employment are made based on merit and the best interests of the organization, SAI maintains a strict zero-tolerance policy regarding nepotism. This policy ensures that the mission of SAI is never compromised by the appearance of favoritism or conflicts of interest arising from familial ties.

2. Prohibition of Familial Hires and Governance

In accordance with the [SAI Bylaws](#), familial relationships of any kind are strictly prohibited within the organizational structure. This prohibition applies to the following categories:

- **Board Governance:** Family members of current staff or current board members are prohibited from serving on the Board of Directors.
- **Contractual Agreements:** SAI will not enter into paid contractual agreements with family members of current contractors or leadership.
- **Any Future Staff Positions:** No family member of a current employee or board member may be hired as a staff member.

3. Prevention of Nepotism and Its Appearance

Because SAI prohibits the contracting and/or hiring of family members entirely, the risks associated with nepotism—such as biased hiring, unfair promotions, or clouded judgment—are mitigated at the point of entry.

To protect the organization's reputation and maintain the trust of our supporters

- All candidates for board service must disclose any known familial relationships with current SAI leadership during the application process.
- The Board and Executive Director are responsible for verifying that no board candidate or contractor violates the familial relationship prohibition set forth in the bylaws.

4. Future Policy Revisions

At this time, provisions regarding family members reporting to one another or "qualified candidate" exceptions for family hires are **not applicable**, as such hires are forbidden.

Should SAI ever seek to amend its bylaws to allow for the employment of W2 employees, a comprehensive oversight and protection policy—including specific reporting structures and recusal protocols—will be developed, approved by the Board, and communicated publicly before any such change becomes official.

5. Accountability and Public Disclosure

- **Internal Review:** This policy is available to all members of SAI for review.
- **Donor Access:** This policy shall be made available to donors to ensure transparency in our stewardship.
- **Public Disclosure:** In alignment with our commitment to "Steel Best Practice" standards of the [Safe Church Pledge](#), this policy is published on the official SAI website for public inspection.

Policy Attestation: *SAI certifies that the above policy aligns with the current Bylaws (V1 4-15-24) regarding the prohibition of familial relationships within the organization's leadership, contractors, and staff.*