

NEPOTISM

SOURCE: OFFICE OF THE GOVERNOR, DEPARTMENT OF ADMINISTRATIVE SERVICES DIRECTIVE HR-D-02 & OCSEA/AFSCME BARGAINING UNIT AGREEMENT ARTICLE 17

CONTACT: OFFICE OF EMPLOYEE SERVICES

Nepotism Policy:

1. Employees are prohibited from using the authority or influence of their position to secure employment or benefit (e.g., promotions, preferential treatment) for persons closely related by blood, marriage, or other significant relationships, including immediate family and business associates.
2. Employees shall not supervise or be supervised by a member of their immediate family.
3. The definition of immediate family in this policy is: spouse or significant other (*significant other* as used in this policy is: one who stands in place of a spouse and who resides with the employee), child, step-child, grandchild, parent, step-parent, grandparent, great-grandparent, brother, sister, step-sibling, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, or legal guardian, other person who stands in the place of a parent.
4. Employees are required to complete a Supplemental Nepotism Statement upon being hired, promoted, demoted or transferred within the Agency.

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