EMPLOYMENT OF RELATIVES/FAMILY MEMBERS

The \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ County Road Commission is committed to a policy of employment and advancement based on qualifications and merit and does not discriminate in favor of or in opposition to the employment of relatives. This policy applies to all current employees and candidates for employment.

Due to the potential for perceived or actual conflicts, such as favoritism or personal conflicts from outside the work environment, which can be carried into the daily working relationship, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ County Road Commission will hire qualified relatives of persons currently employed by the Road Commission only if: a) candidates for employment will not be working directly for or supporting a relative, and b) candidates for employment will not occupy a position in the same line of authority in which employees can initiate or participate in decisions involving a direct benefit to the relative. Such decisions include hiring, retention, transfer, promotion, wages and leave requests.

“Family member” is defined as one of the following: spouse or significant other, parent/step-parent, child/step-child, grandparent, grandchild, brother/brother-in-law, sister/sister-in-law, in-laws (father, mother, son, daughter).

If any employee, after employment or a change in employment, enters into one of the above relationships, one of the affected individuals must seek a transfer or a change in the reporting relationship. Employees are responsible for immediately reporting any changes to management. If a decision cannot be made by the affected employees within 14 days of reporting, reassignment or, if necessary, termination of one of the employees will be made at the discretion of the Manager.