

**POLICY NAME** NEPOTISM

**POLICY NUMBER** 2.1.5

**CATEGORIES**

**DATE PROPOSED:** 8/10/18

**DATE OF VOTE:** 8/22/18

**ACCEPT (Y/N):** Y

No two (2) or more relatives shall be permitted to work in any same department of the Ice Sports Center (ISC) if those individuals would be in any positions within 2 levels of supervision and being supervised by one another.

A) Definition: "Relative," whether plural or singular shall include the following degrees of kinship:

1. Parent, step-parent or parent-in-law;
2. Spouse;
3. Child or step-child; daughter-in-law, son-in-law;
4. Brother, brother-in-law; step brother;
5. Sister, sister-in-law; step-sister;
6. Grandparent, grandparent-in-law; step-grandparent;
7. Grandchild, grandchild-in-law; step-grandchild;
8. Aunt or uncle;
9. Niece or nephew.

Any person falling within the category of "relative" by reason of adoption or any other court-ordered guardianship shall be treated the same as if such relationship occurred naturally.

- B) In the event that any 2 employees of the ISC elect to be married and to thereby come within the definition of "relative", then to avoid any resultant conflict with the provisions of this policy, one or both employees may transfer to any non-conflicting vacant position which is advertised to be filled if such employee is considered the best qualified applicant for such vacant position. If such transfer is not approved, then one of the employees so desiring to marry must forfeit his or her employment with the ISC.
- C) Those employed with the ISC prior to 7/12/95 are exempted from application of this policy as long as they remain continuously in their employment.

**COMMENTS:** Supersedes Policy # 46