

Partnership for Children of Cumberland County, Inc.
Human Resources Policies and Procedures

Employment Information – Recruitment, Selection and Termination
Section 208 – Hiring of Relatives

1. Policies

- a. For purposes of this policy, a relative is any person who is related by blood or marriage, or whose relationship with the employee is similar to that of persons who are related by blood or marriage.
- b. Relatives of current employees may not occupy a position that will be working directly or indirectly for or supervising their relative.
- c. The Partnership for Children of Cumberland County, Inc. (PFC) also reserves the right to take prompt action if an actual or potential conflict of interest arises involving relatives or individuals involved in a dating relationship who occupy positions at any level (higher or lower) in the same line of authority that may affect the review of employment decisions.

2. Guidelines

- a. The employment of relatives is discouraged due to the potential of causing conflicts and problems with favoritism and employee morale. In addition to claims of partiality in treatment at work, personal conflicts from outside the work environment can be carried over into day-to-day working relationships.