

LEGISLATIVE #

110363C



Human Resources Policies

Number E-2

Replaces Policy 18

Nepotism

I. Policy Statement:

It is the policy of the City of Gainesville to provide a work environment that is seen as fair and just by employees, citizens, and customers of the City. To that end, employment of relatives of City employees will be regulated so as to avoid improprieties in the selection, placement, and supervision of employees.

Definitions:

II. For the purpose of this policy, relatives shall be defined as:

Relative:	Includes:
Parents	Natural, adopted, step, <u>or registered or certified domestic partner of natural or adopted parent</u>
Siblings	Natural, adopted, step, half, <u>or sibling relationship created through a registered or certified domestic partnership of parent.</u>
Married Spouses	Husband, wife
Registered or Certified Domestic Partners	Opposite sex, same sex
Children	Natural, adopted, step, <u>or</u> children of registered or certified domestic partner
Other Relatives	Aunts, uncles, nieces, nephews, first cousins
In-Laws	Mother, father, brother, sister, son, daughter, <u>or</u> parents and siblings of registered or certified domestic partners

III. Employment of Relatives:

No City employee in whom is vested with the authority, or to whom the authority has been delegated, to appoint, employ, promote, or advance individuals in connection with employment with the City, or to recommend such, shall appoint, employ, promote, or advance or advocate for such, in or to a position in the City over which the employee exercises jurisdiction or control any individual who is a relative of such employee.

NEPOTISM (EMPLOYMENT OF RELATIVES)**POLICY E-2**

IV. Supervision of Relatives:

No City employee shall directly supervise a relative. In addition, no City employee shall be in the direct chain of command of a relative hired by the City after October 20, 2011, unless the employee becomes a relative through no act of his/her own (for example, when a marriage of two current City employees makes another City employee a relative to a City employee in his/her direct chain of command).

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Date Revised: 10/20/11