
St. Andrews Parish Parks & Playground Commission

Policy Manual

Section: 3 **Topic:** Nepotism

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To avoid claims of favoritism or conflicts of interest, care will be given when hiring members of an immediate family. For the purposes of this policy, spouses, parents, siblings, children, in-laws, grandparents, stepparents, stepsiblings, and stepchildren are all considered immediate family.

Department heads and Executive Director may not select members of their immediate family for positions within their departments or divisions.

No staff member may be employed within the same supervisory chain of command as a member of his immediate family. Should any staff member obtain a supervisory position putting him over his immediate family member after being employed for a period of time, the staff member(s) involved may be transferred within the agency, or the Executive Director may make an exception to this policy upon notification of the Commission.

When exceptions are made, alternative management systems will be put into place and documented.

Approved July 3, 2012