

Charleston Research Institute Policy Memorandum

Title: Nepotism (Employment of Relatives) Policy

Reviewed by: Board of Directors

Implementation Date: February 29, 2012

Reviewed Dates: March 15, 2012

Next Scheduled Review Date: February 28, 2015

Approval: M. Rita I. Young, Ph.D., Chairperson

Policy Statement:

Employment of relatives is not permitted, except with Charleston Research Institute Board of Directors' approval.

Background:

Hiring closely related individuals to work in the same organization can lead to troublesome workplace situations.

Guidelines:

"Relative" is defined to include an employee's spouse, parents, children, aunts, uncles, nephews, nieces, cousins, grandchildren, grandparents, and any person with whom the employee lives in a relationship substantially equivalent to marriage.

If two employees become related or begin dating or become involved in an intimate relationship, and their continued employment might or does create a conflict of interest or the appearance of favoritism, one of the employees may be transferred to another open position. If such a position is not available, one of the two may be asked to resign or may be required to seek employment outside CRI.