

## **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, June 20, 2013

**Next Scheduled Review Date:** June 20, 2016

**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 a board member's or 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.