

Nepotism and Personal Relationships in the Workplace

We are committed to hire the most qualified candidate for each position based on the individual's merit, qualifications and competence. However, to avoid actual conflicts of interest, the appearance of conflicts of interest, favoritism, the appearance of favoritism, risk of personal issues affecting work performance often associated with nepotism, South Slope will not hire a relative of another current employee or active Board member. For purposes of this nepotism policy, all employees actively employed with South Slope Cooperative Communications on or before April 22, 2019 shall be grandfathered in.

For the purposes of this policy the term "relative" shall include the following relationships: relationships established by blood, marriage or legal action. Examples include the employee's: spouse, parent, child, sibling, mother/father-in-law, sister/brother-in-law, son/daughter-in-law, stepparent, stepchild, aunt, uncle, nephew, niece, grandparent, grandchild or first or close cousin. The term also includes domestic partners (a person with whom the employee's life is interdependent and who shares a common residence) and, a daughter or son of an employee's domestic partner.

An exception is made for periods of less than 90 calendar days where those with relatives may work together to satisfy short-term, temporary needs of the business.

If an employee begins a dating relationship (defined as a romantic or intimate social relationship between two adult individuals), or becomes a relative, partner or member of the same household with an employee who is in a supervisory position to the employee, that employee is required to inform their supervisor and Human Resources of the relationship. However, to avoid accusations of favoritism, abuse of authority and sexual harassment, we prohibit supervisors from dating employees who report to them and may not make, participate in making, or influence any employment decision involving a romantic partner.