



City of Barre
Operations Policy
Nepotism Policy
11/30/2017

Purpose

The employment of relatives can cause various problems including but not limited to charges of favoritism, conflicts of interest, family discord, scheduling conflicts and/or management issues that may work to the disruption or distraction of City management and/or its employees. Accordingly, it is the City's policy to **not hire** any relatives of current employees or current City Councilors.

Applicability

For the Purposes of this policy the term "relative" shall include the following relationships: relationships established by blood, marriage or legal action.

"Relatives" includes:

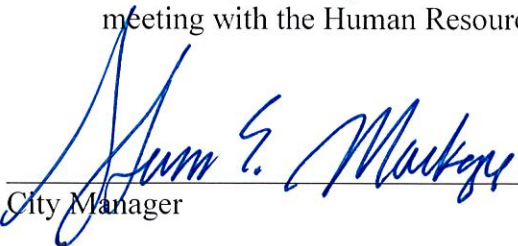
The employee's spouse, mother, father, son, daughter, sister, brother, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, step-parent, step-child, aunt, uncle, nephew, niece, grandparent. The term also includes domestic partners (a person with whom the employee's life is interdependent and who shares a common residence) and, a daughter or son of an employee's domestic partner.

It is the goal of the City to avoid creating circumstances in which the appearance or possibility of favoritism, conflicts or management disruptions exist.

Communication

Communicating our Nepotism policy to both supervisors and employees is critical to our success. To ensure all employees are aware of their role in supporting our Nepotism policy:

- Policies will be available on the City Web-Site (www.barrecity.org).
- This policy will be provided to all new employees at their employment orientation meeting with the Human Resources Administrator



City Manager



Date