



iLEAD Lancaster
ANTI-NEPOTISM POLICY
Board Approved: February 9, 2023

The employment of relatives can cause various problems including but not limited to charges of favoritism, conflicts of interest and scheduling conflicts that may work to the disadvantage of both the agency and its employees.

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, mother, father, son, daughter, sister, brother, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, stepparent, stepchild, aunt, uncle, nephew, niece, grandparent, grandson or 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.

It is the goal of iLEAD Lancaster (the “School”) to avoid creating or maintaining circumstances in which the appearance or possibility of favoritism, conflicts or management disruptions exist. Unless approved by the School Director or, by the Board of Directors if it involves the School, the School will not employ individuals who are a relative of a current employee under the following circumstances:

- A direct supervisor/subordinate relationship will exist between employees who are related; or
- The relationship creates an actual or perceived conflict-of-interest.

Individuals are also not eligible for employment if a member of the individual’s immediate family (spouse, children, parents, grandparents, brothers, sisters, step family members, in-law family members) serves on the School’s Board of Directors or any committee which has authority to review or order personnel actions or wage and salary adjustments which could affect his/her job.

The School reserves the right to exercise appropriate managerial judgment to take such actions as may be necessary to achieve the intent of this policy. The School reserves the right to designate a neutral person who is appointed or employed by the organization to facilitate the informal resolution of concerns of the employees and supervisor as well as the right to vary from the guidelines outlined in this policy to address unusual circumstances on a case by case basis.

It is the responsibility of every employee to identify to Employee Services any potential or existing relationships covered by this policy. Employees who fail to disclose relationships covered by this policy will be subject to disciplinary action up to and including termination of employment.