

TRUMBULL COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

Policy

Section 3.32

EMPLOYMENT OF IMMEDIATE FAMILY MEMBERS

The Trumbull County Board of DD will not employ immediate family members of management and administrative employees to work in a direct supervisor/subordinate relationship. For the purposes of this policy immediate family shall be defined as spouse, mother, step mother, father, step father, daughter, son, step children, sister, half sister, brother, half sister, step sister, step brother, aunt, uncle, niece, nephew, grandparent, grandchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, sister-in-law, brother-in-law.

Changes in the existing status or positions of permanent employees shall not be required if such relationships exist at the time of the adoption of this policy.

In the event that current employees become immediate family members, e.g. husband and wife, then the Board will:

1. Transfer either employee to a similar position, when operationally practicable, or;
2. Alter the reporting relationship as to avoid potential favoritism and conflict of interest.

Adopted: 3/93

Revised: 10/23/95

5/26/98

Updated: 7/24/2012