

## Personnel - Certified/Non-Certified

### Nepotism: Employment of Relatives

CREC encourages family members of employees to apply for employment and become part of the CREC community. It is the intent of this policy to avoid conflicts of interest that can arise due to employment of family members.

For purposes of this policy the degrees of family relationship are as follows:

By Blood: Parent, child, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece, first cousin.

By Marriage: Husband, wife, stepparent, stepchild, father-in-law, mother-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, half-sister, half-brother, uncle, aunt, nephew, niece.

By Law: Guardianship relationships, adoptive parent/child relationships, partner in a civil union.

1. Staff members related by blood, marriage, or law shall not be in a direct line relationship, involving supervision and evaluation, with each other. In the event a marriage or civil union between members of the staff creates a direct line relationship, one of the persons affected must transfer to another location.
2. A member of the same family may be employed in the same department or work location when approved, in writing, by the executive director or his/her designee, except under circumstances as described in paragraph 1, above.
3. A person related by blood, marriage or law to a Council member may be employed, if selected, following a competitive process among persons who are eligible for positions at CREC. No Council member may influence the hiring process of such person.

Legal Reference: Connecticut General Statutes  
7-479 Conflicts of interest  
46b-38nn Equality of benefits, protections, and responsibilities  
46b-3600 applicability of statutes to civil unions and parties to a civil union

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