

## Children's Forum Nepotism Policy

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### 2.025 Nepotism Policy

The Forum is committed to a policy of employment, advancement and service based on qualifications and merit and does not discriminate in favor of or in opposition to the engagement of family members. Accordingly, members of an employee's or board members immediate family will be considered for employment or appointment solely on the basis of their qualifications.

Family members may not be hired or be appointed to the board of directors, however, if such employment or appointment would:

- Create a supervisory/subordinate relationship with a family member,
- Have the potential for creating an adverse impact on work performance,
- Create a conflict of interest, or
- Result in multiple family members serving as members of the board of directors.

The Forum prohibits working relationships between members of the same family in which one such employee has supervisory or managerial authority over the other family member. Supervisory or managerial authority includes hiring, promotion, salary, performance evaluation and other staffing decisions.

For the purpose of this policy, the following definitions apply:

***Nepotism*** - The employment of family member(s) in direct line of authority; the utilization of family member(s) as consultants, vendors or contractors; and/or the involvement of multiple family member(s) as members of the Board of Directors.

***Family Member*** - Family members are defined as a spouse, domestic partner, romantic partner, children, parents, siblings, nieces, nephews, grandparents, grandchildren, aunts, uncles, first cousins, and corresponding in-law or step relationships. If such relations are discovered the Forum will take all necessary measures, including separation of employment, to rectify the violation of this policy.