

Section XXVIII: Nepotism

A. Mid-Ohio Psychological Services, Inc will generally not accept applications or hire people who are related to anyone currently employed within the agency. Persons related to current staff may be considered for employment when a clear advantage for the agency can be made for hiring the person (ie. highly skilled and/or difficult to recruit staff). The decision for hiring a related person is at the discretion of the agency director and may be appealed to the agency board of directors. When a related party is hired, they will never be allowed to supervise, audit, or discipline any person they are related to. In the instance that current employees are related, or become related, every effort will be made to insure that these parties do not supervise, audit, or discipline any person they are related to.

B. This policy includes the following:

- a. Closely related by blood or marriage is defined to include, but is not limited to, spouse, children (whether dependent or independent), parents, grandparents, siblings, aunts, uncles, in-laws, steps and other persons related by blood or marriage who reside in the same household.
- b. Significant relationship means persons living together as a spousal or family unit when not legally married or related where the nature of the relationship may impair the objectivity or independence of judgment of one individual working with the other.
- c. Business associates are defined as parties who are joined together in a relationship for business purposes or acting together to pursue a common business purpose or enterprise.
- d. Supervision means the direct ability or power to effectively recommend the hire, suspension, layoff, promotion, discharge, reward or discipline of a person.