



First Unitarian Society of Ithaca

Connect. Inspire. Engage.

Nepotism Policy

The employment of relatives can cause various problems including but not limited to favoritism, conflicts of interest, family discord and improper handling of money that may work at the disadvantage of both the First Unitarian Society of Ithaca 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 the First Unitarian Society of Ithaca to avoid creating or maintaining circumstances in which the appearance or possibility of favoritism, conflicts or management disruptions exist. First Unitarian Society of Ithaca allows the hiring of individuals with personal relationships to current employees under the following circumstances:

- The individuals may not work under the supervision of the same manager;
- There is not a supervisor/subordinate relationship between family members;
- The relationship will not create an adverse impact on work productivity, integrity or performance;
- The relationship does not create an actual or perceived conflict-of-interest;
- They may not be employed if a member of the employee’s immediate family (spouse, children, parents, grandparents, brothers, sisters, step family members, in-law family members) serves on the Board of Trustees or any Committee which has authority to review or order personnel actions or wage and salary adjustments which could affect his/her job.

This policy must be considered when hiring, promoting or transferring any employee.

Should someone's circumstances change post hire which may present a conflict to this policy, it should be disclosed to their supervisor.

OAT 4/14/2025

BoT 4/15/2025