

Nepotism

Date of Approval by Council: 04/18/90; 08/24/99; 12/12/2006 Resolution No: C-58/90; 552/99; 825/2006

Lead Role: Chief Commissioner

Replaces: 40-44-019

Last Review Date: December 12, 2006

Next Review Date: 12/2009

Administrative Responsibility: Human Resources

Policy Statement

County Council approve of more than one member of an immediate family being employed full-time, part-time or casually with Strathcona County.

Guidelines

1. There shall be no opportunity allowed for an employee to influence or exercise favoritism in the decision to employ, place or promote any applicant for employment.
2. No employee shall be allowed to be in direct supervision or influence of a relative or member of their immediate family. When situations arise where one employee becomes a supervisor of, or is in a position of influence over, a family member, Human Resources and the respective department manager, in consultation with the affected employees, shall take actions to resolve the matter.