

Kentucky Partnership for Children and Families

Hiring of Relatives

The employment of relatives of current or former staff and relatives of former board members in the same area of an organization may cause serious conflicts and problems with favoritism and employee morale. In addition to claims of partiality in treatment at work, personal conflicts from outside the work environment can be carried over into day-to-day working relationships. For purposes of this policy, a relative is defined as any person who is related to you by blood, marriage, or whose relationship with you is similar to that of a relative. KPFC will allow the hiring of relatives of current or former employees and relatives of former board members as long as it can be determined and justified that the relative has the qualifications and abilities to fill the position successfully, the candidate will not be supervised or appointed by the relative, and the board chair will lead the interviewing committee. The interviewing committee will make the final decision on the hire. (The interviewing committee must have an odd number of interviewers.)

The Family Café

No written policy but do not encourage or allow family members to directly supervise another family member.