

STATE OF MICHIGAN DEPARTMENT OF STATE POLICE

DATE: July 1, 2019
TO: Department Members
FROM: Ms. Stephanie Horton, Director, Human Resources Division
SUBJECT: Anti-Nepotism Policy

The following department policy establishes operational guidelines and restrictions for the assignment of employees to or within the department who are related to or in a relationship with each other. Any employee who currently is supervised by, or supervises, a relative or cohabitant shall notify the Human Resources Division through their chain of command no later than August 1, 2019.

POLICY STATEMENT

The department shall avoid placing employees in situations where they supervise, or are supervised by, or where they would have direct influence in the work-related decisions of a department member who is a relative or cohabitant. This policy is founded on the need to avoid work-related conflicts of interest, the perception of improper influence or favor, and any detrimental impact on the morale of other employees that may result from the perception of preferential treatment based on personal relationships.

EFFECT ON PERSONNEL TRANSACTIONS

Employees will not be hired, transferred, demoted, promoted, reassigned, recalled or "bumped" into positions where they will supervise, or be supervised by, a relative or cohabitant except where the personnel transaction is governed by a collective bargaining agreement. Employees shall notify the employer whenever they are seeking a position where they will be supervising, or will be supervised by, a relative or cohabitant.

CREATION OF A NEW RELATIVE OR COHABITANT RELATIONSHIP

Employees shall notify the employer within 30 days of the creation of a relative or cohabitant relationship with another employee whom they are currently supervising or are supervised by. If a relative or cohabitant relationship arises under this paragraph, the employer may reassign or transfer one party to the relationship in accordance with applicable collective bargaining agreements or Civil Service Rules and Regulations.

DEFINITION OF RELATIVE

"Relative" is defined as one of the following: relationships by blood—parent, child, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece, and first cousin; and relationships by marriage—spouse (as defined by state law), step-parent, step-child, brother-in-law, sister-in-law, father-in-law, mother-in-law, son-in-law, daughter-in-law, half-brother, half-sister, uncle, aunt, nephew, niece, and spouse of any of the above.

DEFINITION OF COHABITANT

"Cohabitant" is defined as two people living together and involved in a close and intimate romantic or dating relationship. Persons living together as housemates or roommates are not cohabitants for the purposes of this policy.

EXCEPTIONS

Exceptions to this policy may be made on a case by case basis by the Director of the Human Resources Division. This policy does not supersede any applicable collective bargaining agreement language.