



POLICY

SUBJECT: Anti-Nepotism

DATE:

NUMBER:

I. STATEMENT OF POLICY PURPOSE

It is the policy of Fulton County to ensure effective supervision, internal discipline, trust and positive morale in the workplace, and seeks to avoid the appearance of, or potential for, favoritism, conflicts of interest, the appearance of impropriety, and conflicts of loyalty associated with nepotism.

II. ANTI-NEPOTISM POLICY

No employee or elected/appointed official whose department or agency is appropriated funds from Fulton County, shall advocate for or cause, directly or indirectly, the hiring, advancement, promotion, transfer or engagement or the ongoing employment or engagement of a 'related person' of the employee or elected/appointed official to any office, position, or independent contractor role funded by Fulton County.

"Related person" for purposes of this policy is defined as an individual's parent, child, sibling, grandparent, grandchild, aunt, uncle, niece, nephew, first cousins, stepparent, stepchild, stepsibling, spouse, parent-in-law, brother-in-law, sister-in-law, fiancée, fiancé, legal guardian, or person other than a spouse engaged in any consensual romantic, sexual, dating or other intimate relationship with the employee or elected/appointed official.

"Related person" is further defined to include any member of the employee's or elected/appointed official's household or any similar relationship not specifically identified herein that is sufficiently close to create a conflict or appearance of a conflict of interest.

III. APPLICABILITY

This policy applies to all employees, independent contractors, contract personnel and any elected or appointed official whose department or agency is appropriated funds from Fulton County. This policy is not intended to replace or repeal Fulton County Personnel Policy 311-16, but rather to supplement that existing policy.

IV. VIOLATIONS

The County Manager or his/her designee shall investigate alleged violations of this policy. All findings of violations of this policy by employees shall be reported to the applicable Appointing Authority for disciplinary action.

All findings of violations of the policy by elected or appointed officials shall be reported to the Board of Commissioners. The Board of Commissioners shall have the authority to take action against a violator including, but not limited to, issuing a public censure and imposing a fine to be paid by the violator or automatically deducted from the violator's compensation after notice and an opportunity to be heard.

V. ESTABLISHMENT AND IMPLEMENTATION OF PROCEDURE

The County Manager in conjunction with the Chief Operating Officer and County Attorney is authorized to establish and modify, as needed, a procedure for implementing this policy.