

# PROPOSED CHANGES to IHLS Personnel Code

## Article VIII, B, 1 – Conflict of Interest in Employment

### CURRENT

#### **1. Conflict of Interest in Employment**

IHLS prohibits the hiring of immediate relatives of the Board of Directors, the Executive Director, or any other employee. IHLS employees currently related to each other cannot work within the same department.

### NEW

#### **1. Conflict of Interest in Employment**

IHLS allows immediate relatives of the Board of Directors, the Executive Director, or any other employee to be considered for employment on the basis of their qualifications and successful participation in the formal hiring process. Related employees cannot work within the same department or have a supervisory and/or reporting relationship. This policy applies when assigning, transferring or promoting a related employee.

For the purposes of this policy, immediate relatives includes, parents, spouses, siblings, children, civil union partners, or the in-law relationships of the aforementioned relatives and step-children.

OR

Effective (insert date), IHLS prohibits the hiring of immediate relatives of the Board of Directors, the Executive Director, or any other employee. All current related employees are grandfathered in and not impacted by the initial hiring portion of this policy. Related employees cannot work within the same department or have a supervisory and/or reporting relationship. This policy applies when assigning, transferring or promoting a related employee.

For the purposes of this policy, immediate relatives includes, parents, spouses, siblings, children, civil union partners, or the in-law relationships of the aforementioned relatives and step-children.