

RESOLUTION 2009-80

RESCINDED 10-28-13

Resolution 2009 - 80

A RESOLUTION AMENDING THE NEPOTISM SECTION OF THE NASSAU COUNTY PERSONNEL POLICIES AND PROCEDURES.

NEPOTISM

PERSONAL RELATIONSHIPS IN THE WORKPLACE

The employment of relatives or individuals involved in a dating relationship 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.

Pursuant to Section ~~446.114~~ **112.3135** of Florida Statutes, Department Heads, and Supervisors, may not appoint, employ, promote, or advance, or advocate for appointment, employment, promotion or advancement, in or to a position in the agency, department, or division in which he is serving or over which he exercises jurisdiction, or control, any individual who is a relative of the public official. The term "relative" with respect to a public official, means an individual who is related to the public official as father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, or half sister. Family members cannot work in the same immediate department or supervise on another.

While the County has no desire to interfere with the private lives of its employees, or their off-duty conduct, the County reserves the right to take whatever action is appropriate, in its discretion, to protect its interests where such conduct poses a negative impact upon the work environment. The following guidelines are in effect to address potential problems such as appearances of bias, financial, procurement or contract oversight, favoritism, conflicts of interest, interference with the productivity of the individuals involved or coworkers, and charges of sexual harassment. These guidelines are not intended to prohibit off-duty lunches, meetings, or get-togethers between employees unless such events take place in the course of the prohibited relationships described below.

1. The County strictly prohibits members of the Board of County Commissioners, their appointees, supervisors, and department heads from dating or engaging in romantic or sexual relationships with employees who report directly or indirectly to them.
2. The terms "dating" and "romantic relationships" include, but are not necessarily limited to, casual dating, serious dating, casual sexual involvement where the parties have no intention of carrying on a long-term relationship, cohabitation, and any other conduct or behavior normally associated with romantic or sexual relationships.

3. The restrictions on romantic relationships apply regardless of the sexual orientation of the employees involved. This applies equally to opposite-sex and same-sex relationships.

NOW, THEREFORE, BE IT RESOLVED, that the Nassau County Commission supports the Personal Relationships in the Workplace Policy.

ADOPTED by the Nassau County Commission this 8th day of April, 2009.

BOARD OF COUNTY COMMISSOINERS
NASSAU COUNTY, FLORIDA


BARRY V. HOLLOWAY
Its: Chairman

Attestation: Only To Authenticity
as to Chairman's Signature:

~~Attest as to~~
Chair's signature:


JOHN A. CRAWFORD
Its: Ex-Officio Clerk

BAK 4/14/09

Approved as to form by the
Nassau County Attorney:


DAVID A. HALLMAN