

Nepotism and Dating Relationship Policy

Relatives of and people in a dating relationship with current employees may be hired by [Church Name], if:

- The person(s) concerned will not work in a direct supervisory relationship, and
- Employment of the person(s) concerned will not pose difficulties for supervision, security, safety, or morale. For the purposes of this policy, “relatives” are defined as spouses, children, siblings, parents, grandparents, uncles, aunts, nieces, nephews, grandchildren, or any of those relationships arising as a result of marriage (i.e. sister-in-law).
- Without exception, if a relative or dating relationship of a current employee is hired, they must be the best candidate for the position as determined by the direct supervisor, and their determined compensation must be consistent with standard [Church Name] compensation practices.

If an employee enters a dating relationship with another current employee, a congregational member or a regular attender of [Church Name], they are required to report that relationship to HR and their direct supervisor immediately.

Current employees who enter a dating relationship together, marry each other, or become relatives as a result of a marriage (i.e. in-laws) will be permitted to continue employment with the church provided they do not work in a direct supervisory relationship with each other or otherwise pose difficulties as mentioned above, and further provided that such relationship does not violate any other policy, law, agreement, or expectation with respect to such current employee(s).

If employees who enter a dating relationship together, marry, or become relatives, do work in a direct supervisory relationship with each other, [Church Name] will attempt to reassign one of the employees to another position for which he or she is qualified if such a position is available, or to another supervisor if appropriate and not posing difficulties as mentioned above. If no such position or supervisor change is available, the employees will be permitted to determine which one of them will resign from [Church Name].