

EAST RANGE POLICE DEPARTMENT

Anti-Nepotism Policy

POLICY
105

REV 03/10/2025

POLICY

The East Range Police Department does not allow an employee to be the supervisor of a related person. An employee shall not influence or attempt to influence the hiring, transfer, suspension, promotion, discharge, reward, discipline, or the adjustment of grievances of a related person. An employee shall not influence or attempt to influence the awarding by the East Range Public Safety Board of a contract to a vendor, business or contractor owned or operated by a related person. A related person of a current employee of the East Range Police Department is allowed to seek and obtain employment with the East Range Police Department but only if he/she is applying for a position or is placed in a position where the related current employee would not have an influence in the hiring process or would not be in a supervisory capacity over the position for which the related person is applying.

DEFINITIONS

Related Person is defined as meaning a spouse, domestic live-in partner, parent, child, sibling, step-parent, step-child, half-siblings, grandparent, grandchild, nephew, and niece.

Supervision is defined as including, but is not limited to, different steps in the chain of command, all direction and control of work, performance appraisal, determinations regarding promotions, transfers, leave of absence, vacation leave, sick leave, and/or disciplinary actions. This does not only include initial hiring, but continued review of the employee's job duties, responsibilities, and performance as he/she may be promoted, demoted, or transferred to a different position or rank within the East Range Police Department.

REFERENCES and REVISIONS

1. References
 - a. ERPD Original Policy
 - b. City of Aurora Anti Nepotism Policy
 - c. City of Hoyt Lakes Conflict of Interest Policy
2. Revisions
 - a. Initial Policy
 - b. 03/10/2025 – ERPSB Approval Date