

UNION CITY POLICE DEPARTMENT		
GENERAL ORDERS		
SUBJECT: NEPOTISM AND DATING IN THE WORKPLACE POLICY		
EFFECTIVE DATE: FEBRUARY 12, 2024	NUMBER OF PAGES: 3	
ACCREDITATION STANDARDS: N/A	BY THE ORDER OF: Anthony Facchini Chief of Police	

PURPOSE

This policy aims to establish guidelines for preventing and addressing issues related to nepotism and romantic relationships within the Union City Police Department. The objective is to maintain a professional and ethical work environment while promoting fair employment practices. This policy is intended to address any potential conflicts of interest and to ensure that the department can take appropriate measures to prevent favoritism, discrimination, unfair treatment, friction among coworkers or the perception of any of the same.

POLICY

Department guidelines mandate that all employees are required to disclose any familial relationships and romantic relationships between supervisors and subordinates within the police department to the Chief of Police.

PROCEDURE

1. DEFINITIONS

- a. **Nepotism** is the favoritism shown to family members in the workplace, either through hiring, promotions, or other employment decisions.
- b. **Family Member** for the purpose of this policy is defined as a child, parent, parent-in-law, sibling, grandparent, grandchild, spouse, domestic partner, or one partner in a civil union couple, daughter-in-law, son-in-law, niece, nephew, uncle, aunt, or any other individual related by blood to the employee, and any other individual that the employee shows to have a close association with the employee which is the equivalent of a family relationship.
- c. **Romantic Relationships** refer to romantic, dating or intimate relationships between employees within the police department.
- d. **Supervisory/Subordinate Relationships** for the purpose of this policy means a situation where one employee, irrespective of job title, or civil service classification, makes or has the authority to make decisions or take action concerning another employee.

2. NEPOTISM

- a. The police department strictly prohibits nepotism in all aspects of employment. No employee shall use their position to influence the hiring, promotion, or any employment-related decisions regarding a family member.
- b. Employees are required to disclose any familial relationships within the police department to the Chief of Police in writing. Failure to disclose such relationships may result in disciplinary action.

3. WORKPLACE RELATIONSHIPS

- a. Employees involved in a romantic relationship with a colleague are encouraged to voluntarily disclose the relationship to the Chief of Police.
- b. Supervisors and subordinates involved in romantic relationship shall disclose such relationship to the Chief of Police in writing.

4. ACTIONS AND CONSEQUENCES

- a. Any action taken by the Department will be made in accordance with applicable laws and regulations. Failure to report a covered relationship may result in disciplinary action.
- b. Employees involved in a romantic relationship may lead to a conflict of interest or favoritism. Appropriate measures will be taken to address such conflicts and maintain a fair and ethical work environment.
- c. The Department has the right to address any workplace issues in the manner it deems appropriate, including transferring one of the parties involved.

5. COMPLIANCE

- a. All employees are expected to comply with this policy. Failure to adhere to these guidelines may result in disciplinary action.

BY THE ORDER OF:

/s/ Anthony Facchini

Chief of Police