



### **3-500: Nepotism Policy Receipt and Acknowledgment**

In order to avoid favoritism and the appearance of impropriety, Weber County shall restrict the hiring of relatives of current county employees, appointees, and elected officials. This policy establishes the parameters under which the hiring of relatives may be restricted. A "relative" means father, mother, husband, wife, son, daughter, sister, brother, grandfather, grandmother, uncle, aunt, nephew, niece, grandson, granddaughter, first cousin, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, or daughter-in-law, or household member. This includes "step" relationships and "half" relationships.

Relatives can work in the same department, but may not work in the same division. A "division" is defined as a division within an office or department, if the office or department is separated into divisions; or an office or department, if the office or department is not separated into divisions.

No county employee shall directly or indirectly supervise a relative in any county position or employment paid out of county funds. No employee may be involved in any way in an evaluation of a relative for purposes of pay, benefits, promotion, or discipline.

By signing, I acknowledge I have read and understand Policy 3-500: Nepotism, and if applicable, I have disclosed my relationship below. I understand that if the existence of a new relationship occurs, it is my responsibility and obligation to disclose that information to a supervisor, department director, or human resources.

To view this policy: <http://www.webercountyutah.gov/HR/policies/3-500%20Nepotism.pdf>

\_\_\_\_\_  
Printed Employee Name

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

[Employee A Name]\_\_\_\_\_, and [Employee B Name] \_\_\_\_\_,  
hereby notify Weber County that we have the following relation to one another: \_\_\_\_\_.

We work in the same division: Yes ☐ No ☐

I understand and agree to the following:

- Neither of us supervises the other, nor will we be permitted to in the future.
- I understand that if we violate the provisions of the Policy 3-500: Nepotism, Weber County will pursue options for resolving the violation, as noted in Policy 3-500: III. A. 10-12.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date