

4.11 Nepotism

Favoritism based on family or close personal relationships is unfair to other staff associates and vendors. The appearance of such favoritism is often perceived, even if unjustified or harmless. To avoid such appearance, staff associates of the National Council may not hire, supervise, or exercise management authority over, directly or indirectly, staff with whom they have a relationship that may adversely affect impartiality. Similarly, the staff of the Society of St. Vincent de Paul National Council may not influence the award of contract to vendors with whom they have a familial or personal relationship. All questions concerning the hiring of any individual who may be related to another SVdP staff associate should be referred to the human resources office or the Executive Director.