

## NEPOTISM

No staff or Board member shall directly hire, supervise, promote, determine the salary of, or dismiss a near relative. "Near relative" shall mean a spouse or any person bearing the same relationship to the employee's spouse; parent, stepparent, sibling, child, stepchild, grandchild, grandparent, mother-in-law, father-in-law, daughter-in-law, son-in-law, or any person with whom he/she has a relationship in loco parentis.

Civil Service employees are governed by the relevant sections of the Civil Service Rules of the City of Urbana.

Amended 2-10-15, 01-12-16