

## 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.

Revised February 10, 2015, January 12, 2016

Reaffirmed July 9, 2019