



Rhode Island State Police

General Order - 1C

<i>Section</i>	Administration - Authority & Organization
<i>Article</i>	1 - Role & Authority
<i>Title</i>	Employee Nepotism and Fraternization
<i>Special Instructions</i>	

I. PURPOSE

To establish a policy on personal relationships between Division employees which gives rise to an actual or perceived potential conflict of interest with professional responsibilities and/or which create the potential for an adverse impact on Division operations, safety, efficiency and morale.

II. DEFINITIONS

- A. NEPOTISM - Patronage or favoritism based on family relationships.
- B. FAMILIAL RELATIONSHIP - A relationship resulting from family ancestry or marriage. For this policy, this includes spouse, parent (including foster, step and in-law); children (including adoptive, foster or step); brother or sister; grandparent or grandchild; aunt or uncle; niece or nephew; or any other relative living in the same household as the employee or another individual related by blood, marriage, or quasi-marriage in the same household as the Division employee. Relative includes a significant other or domestic partner.
- C. PERSONAL RELATIONSHIP - For purpose of this policy, personal relationship is a relationship involving employees who are dating, engaged in an intimate relationship or cohabitating.
- 11.1.1 D. SUPERVISORS - Division employees occupying varying levels of responsibility, charged with supervision and control of civilian and sworn Division employees within their respective chain of command.
- E. SUBORDINATE - Division employees under the direct or indirect authority and control of a Division Supervisor.

III. POLICY

Hiring practices, work-related activities, benefits, assignments, evaluations, discipline and other Division personnel-related actions should not be improperly influenced by familial or romantic relationships with sworn or civilian members of the Rhode Island State Police. The Division believes that the most qualified candidates will be selected for positions in the agency for promotions and assignment. Division personnel who are related to or engaged in a

romantic relationship with candidates for hiring selection, promotion or assignment to specialized positions must ensure that all reasonable precautions are taken to avert any undue influence in the selection process or even the appearance of impropriety in the process.

The Division recognizes the rights of employees to become involved in personal relationships with their co-workers. However, it is the policy of this Division to ensure that its employees carry out their duties with impartiality and fairness so that the public and organizational confidence in the actions of our personnel is maintained.

In order to promote the efficient operation of the Division and avoid misunderstandings, complaints of favoritism, sexual harassment and/or gender-based discrimination, and other problems of supervision, safety, agency operations and employee morale, all personnel are instructed to avoid situations that give rise to actual or perceived conflict.

IV. REPORTING

- A. Division employees who believe there could be a potential conflict, because of a household, familial, or romantic relationship shall immediately notify his or her supervisor as soon as possible so that the matter can be reviewed and resolved either by reassignment or establishment of an alternate chain of command/supervision.
- B. Failure of an employee to report personal relationships to supervisory personnel compromises the integrity of the Division, disrupts the work environment, causes a decline in morale and can reduce productivity. Failure to report relationships as required by this policy shall constitute misconduct and may subject an employee to disciplinary action.

V. ADMINISTRATION RESPONSIBILITIES

- A. The Division shall not discriminate against any person on the basis of familial or romantic relationships; however, the Division shall not knowingly assign employees in such relationships to work assignments under the following circumstances:

- 11.2.1 1. Division employees having any form of supervisor/subordinate relationship between them.
- 11.2.2 2. Division employees charged with evaluating the work of another;
- 3. Division employees charged with the transfer or discipline of another;

B. The Division's Professional Standards Unit shall maintain a written record of the creation of an alternate chain-of-command / supervision established as a preventative measure.

VI. PROVISIONS

- A. Division employees shall not use their authority or the influence of their position to secure employment of a person closely related by blood or marriage or with whom they are engaged in a romantic relationship.
- B. Division employees shall not promote, advance, recommend or delegate a subordinate to do so, any individual who is a household member or whom they have a familial or romantic relationship.
- C. Division employees in familial or romantic relationships may temporarily fall into supervisor / subordinate situations during certain unforeseeable, unusual or emergency circumstances. In these cases, subordinates shall report to the next highest supervisor within the chain-of-command.



By Order of Colonel Assumpico

Ann C. Assumpico
Colonel
Superintendent