



GREENVILLE COUNTY  
SHERIFF'S OFFICE

GO - 153

## GENERAL ORDERS

## NEPOTISM/PERSONAL RELATIONSHIPS

### PURPOSE:

The purpose of this policy is to ensure the equal opportunity and effective employment practices by avoiding actual or perceived favoritism, discrimination or actual or potential conflicts of interest by or between members of this agency. These employment practices include: recruitment, testing, hiring, compensation, assignment, use of facilities, access to training opportunities, supervision, performance appraisal, discipline and workplace safety and security.

### DEFINITIONS:

**Nepotism** - The practice of showing favoritism to relatives or those in personal relationships over others in appointment, employment, promotion or advancement by anyone in a position to influence these personnel decisions.

**Personal relationship** - Includes marriage, cohabitation, dating or any other intimate relationship beyond mere friendship.

**Relative** - Spouse, child, parent, foster parent, sister, brother, stepfather, stepmother, stepchildren, grandparents and grandchildren, of either the member or their spouse.

**Direct Supervision** – A supervisor who has ongoing direct authority over the actions, decisions, evaluation and/or performance of a subordinate employee.

### POLICY:

Any employee who engages in a personal relationship with another member of this agency shall immediately report the relationship to their supervisors.

Under no circumstances shall an individual be appointed, retained, promoted, or transferred to any position where a relative or a personal relationship of the individual has direct supervision.

Relatives or personnel involved in a personal relationship **shall not** be assigned to the same platoon/unit.

All relatives/personal relationships shall be separated by minimum of three command levels whenever present within the same organizational chain of command.

Relatives or those in personal relationships shall not approve a performance evaluation of a subordinate. In such cases, a supervisor from a separate division, but of equal rank of the conflict, will approve the performance evaluation. Exceptions of this policy will only be made at the discretion of the Sheriff or designee.



Hobart Lewis, Sheriff