

ANTI-NEPOTISM POLICY

1. Purpose and Scope

1.1 County of Franklin (The "County") is committed to fostering a fair and impartial work environment free from actual or perceived conflicts of interest. This Anti-Nepotism Policy (the "Policy") establishes guidelines to prevent favoritism and bias in employment decisions and working relationships.

1.2 This Policy applies to all employees, contractors, consultants, and members of the Franklin County Board, as well as though Elected Officials who also adopt this policy.

2. Definitions

2.1 "Nepotism" refers to favoritism granted to relatives in employment decisions.

2.2 "Relative" includes spouse, domestic partner, parent, child, sibling, grandparent, grandchild, aunt, uncle, niece, nephew, cousin, in-law, or any individual with whom an employee has a close personal relationship.

3. Policy Statement

3.1 The County prohibits nepotism in all employment practices, including but not limited to hiring, promotion, transfer, work assignments, performance evaluations, and disciplinary actions.

3.2 No employee shall directly supervise, or be in a position to influence the terms and conditions of employment of, a relative.

4. Employment Practices

4.1 Hiring: Relatives of current employees may apply for open positions but will be subject to the same selection criteria as other candidates. No preferential treatment shall be given.

4.2 Promotion and Transfer: Employees shall not participate in decisions regarding the employment status of their relatives, including promotions, transfers, or performance evaluations.

5. Disclosure Requirements

5.1 All employees must disclose to the County any familial relationships with other employees or job applicants upon hire or upon the establishment of such relationships during employment.

5.2 Failure to disclose such relationships may result in disciplinary action, up to and including termination of employment.

6. Conflict Resolution

6.1 If a conflict arises due to a change in employee relationships or organizational structure, the County will make reasonable efforts to transfer one of the employees to another position for which they are qualified.

6.2 If a transfer is not possible, the affected employees will be permitted to determine which of them will resign. If the employees cannot make this decision, the County reserves the right to terminate either employee, in its sole discretion.

7. Exceptions

7.1 Exceptions to this Policy may be granted in rare circumstances where the skills of the individual are deemed essential to the County and cannot be provided by another individual.

7.2 Any exceptions must be approved in writing by the Elected Official and/or the County Board.

8. Enforcement

8.1 The Elected Official(s) and County Board is responsible for monitoring compliance with this Policy.

8.2 Violations of this Policy may result in disciplinary action, up to and including termination of employment.

9. Policy Review

9.1 This Policy shall be reviewed annually by the County Board and the County Elected Officials to ensure compliance with applicable laws and regulations.

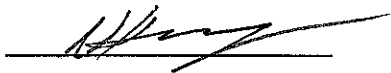
9.2 Any amendments to this Policy must be approved by the County Board.

10. Acknowledgment

10.1 All employees are required to acknowledge receipt and understanding of this Policy upon hire and annually thereafter.

By implementing this Anti-Nepotism Policy, the Franklin County Board aims to maintain a fair, transparent, and professional work environment for all employees in compliance with Illinois law.

APPROVED THE 20TH DAY OF APRIL, 2026.



Chairman, Franklin County Board



County Clerk and Recorder