

**REVISED: April 2000**

1. Nepotism is defined of favouritism in official transactions on the basis of relationships.
2. Although no person will be prohibited from employment within the United Native Friendship Centre because a member of his/her family is a board member or an employee of the United Native Friendship Centre the following guidelines will be follow:
  - a) The following will be adhered to before selecting a candidate who is related to a board member/or employee.
    - Is the candidate qualified for the position
    - How does the candidates qualification compare to those of the other candidates
    - Has the candidate been selected in accordance with the recruitment and selection policies
  - b) Objectivity is the requirement, selection, and discipline of the employees. Where a conflict is declared, further participation in any of these processes must be withdrawn.

***Note:*** *A conflict must be declared to the following:*

- Family members are defined as father, mother, son, daughter, brother, sister, niece, nephew, spouse (or persons in common-law marriage relationship), in-laws, cousins, uncles, and aunts.