

Subject: Nepotism
Policy Number: A-4
Pages: 1
Original Date: 04/13/2013
Review Date:
Approval Date: 04/13/2013
Approved by: Resolution Number 13-66

For purposes of this policy, the term “immediate family” is defined as any individual who is related in the following ways: spouse, parent, child, brother, sister, or in-law (spouse, parent, child, brother, sister) relationships. The Chair and Human Resource Dept. shall always use discretion concerning these matters or the matters of extended family relations.

It is policy of the Kaw Nation not to hire relatives of present employees to any position in which the person hired would be the immediate supervisor or the immediate subordinate of the relative. Immediate supervisor is defined as the first level over an employee.

Those members of the Tribal Council or other committees and/or employees (capable of influencing the hiring, evaluation, and other employee actions) who are related to employees within the organization shall abstain in all actions having to do with such relatives.

Employees who marry other present employees are allowed to continue their employment if their spouse is not their immediate supervisor or subordinate employee.

All applicants for positions with the organization will be asked on the employment application if they have any relatives employed by the organization. If the answer is “Yes”, they will be questioned as to the relationship. If the relationship is prohibited under one of the policies described above, the applicant will not be hired. If any applicant untruthfully answers questions concerning the relationship, and this fact later becomes known, the employee will be terminated immediately.