

NEPOTISM

Purpose

The employment of relatives or the existence of close personal relationships in the workplace can create challenges, including favoritism, conflicts of interest, family discord, scheduling conflicts, or workplace disruptions. These issues may negatively affect both Rockdale County and its employees.

Therefore, it is the policy of Rockdale County not to employ members of an employee's immediate family who report to the same direct supervisor without the approval of the Chairperson of the Board of Commissioners. One member of an immediate family shall not have a direct reporting relationship to another member of his/her immediate family. This policy must also be considered when assigning, transferring, or promoting employees.

Eligibility

Immediate family includes: spouse, parent, child, brother, sister, grandparent, stepfather, stepmother, stepchild(ren), stepsister, stepbrother, mother-in-law, father-in-law, brother-in-law, or sister-in-law.

Fraternization Restrictions

- Employees may not engage in romantic or intimate relationships where there is a direct or indirect supervisory relationship, or where one party has decision-making authority over the other.
- Romantic or close personal relationships that could impact work performance, objectivity, or team morale may be subject to review by Human Resources.

Disclosure Requirement

- Employees involved in a romantic, intimate, or familial relationship with another employee must promptly disclose the relationship to the Human Resources Department.
- Human Resources will evaluate the situation and may make adjustments (e.g., reassignment, change in supervision) to eliminate potential conflicts of interest.

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

Process

If a violation of this policy would occur with the marriage of two employees, attempts will be made to find a suitable position within Rockdale County to which one of the employees will transfer. If accommodations of this nature are not feasible, the employees will be permitted to determine which of them will resign. If the employees cannot make a decision, the County will decide in its sole discretion who will remain employed.

Enforcement

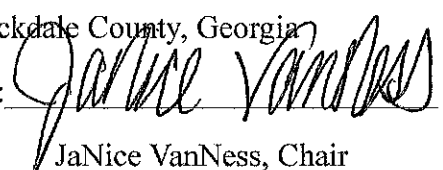
All employees are expected to comply with this policy. Human Resources is responsible for monitoring compliance and ensuring appropriate measures are taken when needed. Employees with questions or concerns about this policy should contact the Human Resources Department directly.

Policy Change

The County reserves the right to delete, modify, amend, or terminate this policy at any time, with or without prior notice.

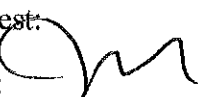
Board of Commissioners

Rockdale County, Georgia

By: 

JaNice VanNess, Chair

Attest:

By: 

Jennifer Rutledge, County Clerk

Approved this 9 day of September, 2025