

HILLSBOROUGH COUNTY AVIATION AUTHORITY POLICY

600: HUMAN RESOURCES

Effective: 06/25/85

GENERAL

**Revised: 10/09/97
06/06/02**

P601: Nepotism – Employee Fraternization

09/03/26

PURPOSE: –To ensure that the Authority complies with the restrictions on employment of relatives in public business, as required by Florida Law and sound business practice.

LEGAL CONSIDERATION: –The Florida law dealing with nepotism is found in Section 112.3135, Florida Statutes.

1. Pursuant to Section 112.3135, Florida Statutes,
a public official may not appoint, employ, promote, or advance or advocate for appointment, employment, promotion or advancement, in or to a position in the agency in which the official is serving or over which the official exercises jurisdiction or control, any individual who is a relative of the public official. An individual may not be appointed, employed, promoted, or advanced in or to a position in an agency if such appointment, employment, promotion, or advancement has been advocated by a public official, serving in or exercising jurisdiction or control over the agency, who is a relative of the individual or if such appointment, employment, promotion, or advancement is made by a collegial body of which a relative of the individual is a member.
2. Public officials, as defined by Section 112.3135, Florida Statutes~~the law~~, include any
employee of an agency in whom is vested the authority by law, rule or regulation, or to whom the authority has been delegated, to appoint, employ, promote, or advance individuals or to recommend individuals for appointment, employment, promotion, or advancement in connection with employment in an agency, including the authority as a member of a collegial body to vote on the appointment, employment, promotion, or advancement of individuals.
3. For purposes of Section 112.3135, Florida Statutes, a relative of a public official is an individual who is related to the public official as father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew,

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niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother or half-sister.

POLICY:

Nepotism: The Authority shall fully comply with Section 112.3135, Florida Statutes, and all interpretations made there under which would apply to the Authority.

Fraternization: –In addition, this Policy prohibits employment of someone with whom an employee has a close personal relationship in any position involving direct or indirect supervision or a position that may influence the other's employment, evaluation, promotion or other related management or personnel considerations.

For purposes of this Policy, a close personal relationship includes dating, cohabitation and/or having an intimate or sexual relationship. Close personal relationships of this nature, as well as a marital or family relationship, may give rise to the appearance of partiality, lead to morale problems, and/or give rise to potential claims of a hostile work environment, and may impair the Authority's productivity, affect management's ability to maintain discipline, or impact the reputation of the Authority.

Management's Right to Take Corrective Action:

Where a relationship covered by this Policy creates an actual or perceived conflict of interest, the Authority reserves the right to take appropriate corrective action including, but not limited to, reassignment of duties, changes in reporting relationships, transfer, recusal from employment decisions, termination of employment, or other measures deemed necessary to eliminate the actual or perceived conflict of interest.