

PERSONAL RELATIONSHIP POLICY

Employment of Relatives

The following guidelines have been developed to help us avoid any real, potential and/or perceived conflicts of interest with regard to hiring. The definition of “relative” includes: spouse, child, parent, brother, sister, niece, nephew, aunt, uncle, cousin, grandparent, grandchild, in-laws or any person sharing the same household with the person in question.

No person may work under the direct supervision of a relative unless otherwise approved by the Governing Board. Indirect supervision is allowed and refers to situations where one relative supervises another through one or more levels of management.

Relationship of Employees

Entheos will not tolerate any form of sexual harassment or unwelcome sexual advances in the workplace. Entheos discourages employees from dating or engaging in intimate personal relationships with other employees in order to avoid the possibility that personal advances might be perceived as sexual harassment. Supervisors and managers, direct or indirect, are not allowed to date nor have any intimate personal relationship with another employee or contracted worker. A personal relationship includes, but is not limited to the following activities: dating, sharing the same household or living together.