

Policy Number: Section 2 Policy 21

Effective Date: 9-10-19

## Nepotism Policy

### Purpose:

The purpose of this policy is to prevent favoritism, or its appearance, in decisions made in Central Area.

### References:

20 CFR 683.200(g)  
A.C.A. § 25-16-1001  
ADWS Policy No. – 4.4 (Nepotism)

### Policy:

No individual may be placed in a WIOA employment activity if a member of that person's immediate family is directly supervised by or directly supervises that individual. As related to nepotism, the State of Arkansas defines supervisor as any individual having authority to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward, discipline, or exercise other such authority over the individual. The Arkansas State definition of "immediate family" is (1) a spouse or (2) any other person residing in the same household as the participant, who is a dependent of the participant or of whom the participant is a dependent. For this situation, "dependent" means any person, whether or not related by blood or marriage, which receives from the participant, or provides to the participant, more than one-half of his/her financial support.

No individual may make decisions involving eligibility or services or otherwise provide case management for a relative. For this rule, "relative" is defined as husband, wife, mother, father, stepmother, stepfather, mother-in-law, father-in-law, brother, sister, stepbrother, stepsister, half-brother, half-sister, brother-in-law, sister-in-law, daughter, son, stepdaughter, stepson, daughter-in-law, son-in-law, uncle, aunt, first cousin, nephew, or niece.

The CAWDB administrative entity may develop and implement procedures to address the potential issues mentioned within this policy.

Approved by: Michelle Allgood

Date: 9-10-19

Title: CAWDB Chairperson