

**EMPLOYEE PARTICIPATION IN APPLICANTSELECTION PROCESS  
OF IMMEDIATE FAMILY, RELATIVES AND HOUSEHOLD MEMBERS**

No employee shall participate in any applicant selection process if the employee is an immediate family member, relative, or household member of the applicant. Immediate family shall be defined as persons related by blood, marriage or legal procedure. Relatives may include parents, children, step-children, spouses, siblings, first cousins, and in-laws of any of the aforementioned, uncles, aunts, nieces, nephews, grandparents and grandchildren. Household members shall be defined as other adults residing within the employee's home who are not defined as relatives.