Employment of Relatives Policy

Mid-Missouri Supported Living, LLC, (MMSL) is complimented when an employee refers friends and relatives to apply for vacant positions. Friends and relatives can work in the same department; however, it is MMSL policy that close relatives, spouse's relatives, or individuals engaged in intimate relations with co-workers do not report to each other or work in positions where a conflict of interest could arise. Close relatives include but are not limited to:

- Spouse;
- Domestic partner;
- Parent/step-parent/parent-in-law
- Child/step-child;
- Son/daughter-in-law;
- Sister/step-sister/sister-in-law;
- Brother/step-brother/brother-in-law;
- Grandparent/step-grandparent/grandparent-in-law;
- Grandchild/step-grandchild-grandchild-in-law;
- Aunt/aunt-in-law;
- Uncle-uncle-in-law;
- Cousin;
- Niece/Nephew; or
- Relative permanently residing with the employee.

It is a requirement of Mid-Missouri Supported Living, LLC, that employees disclose to their Manager the existence of any such relationship with MMSL. Failure to report such a relationship may result in termination of all employees involved.

When a relationship arises after employment, the non-Supervisory employee will be given the opportunity to transfer to another position (provided one is available) or the employee must resign. A grace period of four (4) weeks will be given in order to allow the employee to find a new position.

Approved by: _____

Robert Palmer, RN, BSN, Owner MMSL