

Section One- Governance

1.4 Anti-Nepotism Policy

Erie County Land Bank ("ECLB") does not discriminate in employment or personnel actions with respect to applicants for employment or employees on the basis of marital status, relations or personal relationship. No applicant for employment or employee will be denied employment or benefits of employment solely on the basis of marital status, relations or personal relationship.

The purpose of this policy is to avoid circumstances under which there is actual or perceived favoritism or conflicts of interest that negatively impact the overall work environment and purpose of the ECLB. Therefore, ECLB retains the right to:

1. Refuse to place an applicant or employee under the direct supervision of the employee or applicant's close relative;
2. Refuse to place an applicant or employee in a position with another applicant or employee that is a close relative that could create an adverse effect on safety, supervision, security, or morale, or where such placement creates the possibility of a conflict of interest.

A close relative shall mean: husband, wife, son, daughter, step-son, step-daughter, brother, sister, parent, grandparent, grandchild, son-in-law, daughter-in-law, sister-in-law, brother-in-law, parent-in-law, aunt, uncle, niece, or nephew.

In the event that a situation arises where an employee marries, becomes related or develops a personal relationship with another employee while employed by ECLB, ECLB will review this Policy with the affected employees and will resolve the conflict after taking into consideration the preferences of the employees involved. However, the final decision as to the placement and/or employment of applicants and employees subject to this Policy is within the sole discretion of ECLB. Employees have the obligation to notify ECLB of the fact that the employee marries, becomes related to, or develops a personal relationship with another employee while employed by ECLB. ECLB retains the right to make exceptions to this policy in its sole discretion.

All job opportunities for employment will be publicly advertised and qualifying applicants will be interviewed by the ECLB Board of Directors. Subsequent to the interview process, the ECLB Board of Directors will recommend the most qualified candidate for the position.