

LAKE COUNTY BOARD OF DD/DEEPWOOD

BOARD POLICY

Reviewed and Adopted by the Board
Date: October 18, 2021

Signature on File
Elfriede Roman, Superintendent

I. SUBJECT: NEPOTISM

II. PURPOSE:

To maintain compliance with Ohio ethics laws and thereby maximize the effectiveness and efficiency of the Agency.

III. REFERENCE:

Ohio Revised Code 102 Public Officers -Ethics
Ohio Revised Code 2921.42 Having an Unlawful Interest in a Public Contract
LCBDD/Deepwood Policy A-33 Code of Ethics for Board Members
LCBDD/Deepwood Policy A-34 Code of Ethics for Agency Staff

IV. DEFINITION:

"Immediate Family" is defined as: spouse, parent, grandparent, child, grandchild, sibling; or any other person related by blood or marriage or residing in the same household as a Board member or employee.

V. POLICY:

No Board member or employee of the Board shall authorize, or employ the authority or influence of his or her office, to secure employment or employment benefits for any member of his or her immediate family.

No employee of the Board shall exercise direct supervisory authority, including the authority to hire, fire, or otherwise affect the pay and/or employment benefits, or effectively recommend same, affecting any member of the employee's immediate family.

VI. DISTRIBUTION:

All Board Members
All Management Staff
All Staff
LEADD President

VII. REVIEWED:

10/21, 10/19, 10/18, 10/17, 10/16, 10/15, 10/14, 10/13, 10/11, 10/09, 10/07, 11/05, 10/03,
10/01; 10/99