

Nepotism and Incompatible Activities

1019.1 PURPOSE AND SCOPE

The purpose of this policy is to ensure equal opportunity and effective employment practices by avoiding actual or perceived favoritism or discrimination by or between employees of the California Department of State Hospitals (DSH). These employment practices include: recruiting, testing, hiring, promotion, compensation, assignment, use of facilities, access to training opportunities, supervision, performance appraisal, discipline and workplace safety and security. To ensure that no employee will use his/her authority, personal power or influence to aid or hinder another person in the employment setting because of a personal relationship, all employees shall comply with Policy Directive 5103 (Nepotism), and Policy Directive 5101 (Incompatible Activities).