



CONNECTICUT DEPARTMENT OF TRANSPORTATION

POLICY STATEMENT

POLICY NO. EX.O-26

Date: March 17, 2023

SUBJECT: Employment of Relatives

Policy

The policy of the Department of Transportation is to avoid hiring, transferring, or promoting relatives of employees into situations where the possibility of, or appearance of, favoritism or conflicts of interest might exist.

Intent of Policy

It is the purpose of this policy to avoid creating any new situations where relatives are employed in sphere of influence relationships.

There are certain situations where the employment of relatives creates the appearance of impropriety or have the potential for significant abuse. Each candidate for employment will be asked through a supplement to the application for employment if he/she is related to any Department employee. The application for employment and supplement for individuals indicating a relationship to a current Department employee will be reviewed by the HR Administrator, prior to any employment offer being made. Failure to respond to this question accurately and truthfully will subject the candidate to refusal of employment. If the response to the question and/or the supplement to the application for employment is found to be inaccurate after a candidate is employed by the Department, that individual may be subject to dismissal.

Relatives of current employees may, therefore, be *considered* for employment, promotion or transfer with the Department provided that the relative would not be placed under direct supervision of the employed relative, or in any position where the employed relative would be in a position to influence the salary, benefits, working conditions, or other personnel transactions such as the hiring or promotion panel, performance reviews or disciplinary actions.

Accordingly, this policy shall not be interpreted to require the automatic transfer, reassignment, or other personnel change when such employment relationship exists upon implementation of this policy. The Department may take appropriate corrective action to remediate problems that may be created by such relationships.

Authority and Definition

This policy uses CGS 1-84 (c) to define one's relative as a spouse, child, child's spouse, parent, brother or sister.

(This Policy Statement supersedes Policy Statement No. EX.O.-26 dated September 11, 2013)

A handwritten signature in blue ink, appearing to read "Garrett Eucalitto", is written over a horizontal line.

Garrett T. Eucalitto
Commissioner