Policy - The Association must avoid situations that may create conflicts of interest among staff members or otherwise permit one staff member unfair or unlawful advantage over other employees. An individual is not to be in a direct or indirect line supervisory position with any member of his/her immediate family. Immediate family includes spouse, domestic partner, ex-spouse, son, daughter, mother, father, brother, brother-in-law, sister, sister-in-law, son-in-law, daughter-in-law, mother-in-law, father-in-law, aunt, uncle, niece, nephew, step-parent, step-child, and other individuals residing in the same household.

Non-Discrimination - The relationships listed above are not all inclusive. The intent of this policy is not to bar any person from employment with the Association but to avoid situations that may be perceived or allow close interpersonal relationships to influence judgments with respect to hiring, promotion, evaluation, pay, or termination.

Conflicts of Interest - The employment of an elected board or committee member raises a question of legality in that the board or committee has essentially employed itself. To uphold Cornell Cooperative Extension's reputation in the community, situations must be avoided which may create the appearance of a conflict of interest or preferential treatment. The Association will not employ, in any capacity, elected board or committee members. Employment in any position of individuals in the immediate family of other employees or of members of the Association's board of directors or its committees requires the prior approval of the board of directors to avoid material conflict of interest.