



UNWLA Policies and Procedures

Part 3: National Policies and Procedures

Section 9: Anti-Nepotism Policy

Scope:

This policy applies to all UNWLA employees, volunteers, and individuals engaged in UNWLA activities.

Definitions:

Family Member: For the purpose of this policy, family members include spouses, domestic partners, children, parents, siblings, in-laws, and any other individuals related by blood or marriage.

Policy Guidelines:

Employment Consideration: To maintain fairness in the recruitment and selection process, UNWLA will not favorably consider or hire individuals who are family members of current employees or volunteers.

Supervision and Reporting Structure: Family members shall not be placed in a direct reporting relationship where one family member has supervisory authority over another. This includes any scenario where the exercise of such authority may result in conflicts of interest.

Conflict of Interest Disclosure: Any existing or potential conflict of interest due to familial relationships must be disclosed promptly to UNWLA leadership. This includes situations where a family member may be able to influence decisions that could result in personal gain or advantage.

Remedial Action: UNWLA reserves the right to take appropriate remedial action to address situations that violate this policy. Depending on the circumstances, remedial actions may include reassignment, transfer, or termination.

Compliance:

UNWLA expects all employees and volunteers to comply with this Anti-Nepotism Policy. Non-compliance may result in disciplinary action, including termination of employment or volunteer status.

Review and Amendments:

This policy will be periodically reviewed to ensure its relevance and effectiveness. Amendments may be made at the discretion of UNWLA leadership.

Approval:

This Anti-Nepotism Policy was approved by the National Board of the Ukrainian National Women's League of America at its meeting on 6/15/2024.