

**ARKANSAS FORESTRY COMMISSION  
NEPOTISM IN HIRING  
POLICY & PROCEDURE STATEMENT  
§ 65**

Definitions

1. Relative is defined as: spouse, parents, siblings, grandchildren, nephew, niece, aunt, uncle, grandparents or any such relationship by marriage.
2. Nepotism deals with the hiring of relatives and is defined as “favoritism shown to a relative by hiring for a job on the basis of relationship.”

Policy

3. The AFC adheres to Governor’s Policy Directive No. 8 concerning nepotism in hiring.
4. Relatives may not work in any capacity or situations where one relative might supervise another.
5. The Office of the Attorney General interprets supervision (of a relative) as one relative shall not be in the position of granting another relative (1) time off, (2) pay increases or bonuses, (3) performance evaluations, or any other action that would give said relative an advantage over other employees.

Repeal

6. This AFC Nepotism in Hiring Policy § 65 supersedes all earlier AFC § 65 policies and memoranda, which are hereby repealed.