

KIUC POLICY NO. 6  
**EMPLOYMENT OF RELATED PERSONS**

**PURPOSE OF POLICY:**

This policy describes the circumstances and conditions under which related persons may or may not be concurrently employed by KIUC.

**POLICY CONTENT:**

The Board recognizes that under certain circumstances and conditions, related persons may work for KIUC in order to obtain and retain a qualified local workforce. The Board also recognizes the sensitivity of such employment and has determined the following rules shall apply:

1. For purposes of this policy, related persons include spouses, partners in a civil union, domestic partners, or reciprocal beneficiaries, children, siblings (whether of the whole or half-blood), grandparents, grandchildren, great grandchildren, and the spouses of same. Adopted children shall be considered the same as children by blood.
2. Related persons with the requisite qualifications may be employed concurrently, provided there is no direct reporting relationship between such employees.

Adopted on this 19<sup>th</sup> day of September 2024.

*Calvin Murashige*  
Calvin Murashige (Sep 23, 2024 15:45 HST)

Calvin Murashige  
Secretary

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