

**ILLINOIS STATE POLICE DIRECTIVE  
PER-067, EMPLOYMENT/ASSIGNMENT OF FAMILY MEMBERS**

<b>RESCINDS:</b> PER-067, 2011-083, revised 12-05-2011.	<b>REVISED:</b> 10-10-2014 <b>2014-076</b>
<b>RELATED DOCUMENTS:</b> OPS-005, PER-005, PER-037, PER-046, PER-060, ROC-002	<b>RELATED CALEA STANDARDS:</b> None

I. POLICY

The Illinois State Police (ISP) will, subject to applicable laws and collective bargaining agreements, limit supervisory relationships between family and household members to avoid conflicts of interest, ensure fairness, and maintain department morale with respect to supervisory relationships.

II. DEFINITIONS

II.A. Family or household members – as defined in 750 ILCS 60/103 (c), “Family or household members” include spouses, former spouses, parents, children, stepchildren and other persons related by blood or by present or prior marriage, persons who share or formerly shared a common dwelling, persons who have or allegedly have a child in common, persons who share or allegedly share a blood relationship through a child, persons who have or have had a dating or engagement relationship, persons with disabilities and their personal assistants, and caregivers as defined in Section 12-4.4a of the Criminal Code of 2012. For purposes of this paragraph, neither a casual acquaintanceship nor ordinary fraternization between 2 individuals in business or social contexts shall be deemed to constitute a dating relationship. In the case of a high-risk adult with disabilities, “family or household members” includes any person who has the responsibility for a high-risk adult as a result of a family relationship or who has assumed responsibility for all or a portion of the care of a high-risk adult with disabilities voluntarily, or by express or implied contract, or by court order.

II.B. Inappropriate supervisory relationship - a situation in which an employee would be responsible for evaluating or approving the evaluation of the performance of a subordinate family or household member.

III. PROCEDURES

III.A. Department employees will immediately notify their work location supervisor when the employee becomes aware a family or household member is included in their chain-of-command structure.

III.B. Supervisors will take action to eliminate inappropriate supervisory relationships.

III.C. Exception to this directive may be made upon recommendation of the affected Colonel and approval by the Director.

| Indicates new or revised items.

**-End of Directive-**