



## Anti-Nepotism Policy for Whiskers

**Adopted: January 4, 2024**

### **Policy Statement:**

Whiskers, Inc., DBA Whiskers Animal Benevolent League (Whiskers), a volunteer-run not-for-profit cat shelter and fostering organization, is committed to maintaining a fair, transparent, and ethical environment for all volunteers and board members. To uphold these principles, Whiskers has established this Anti-Nepotism Policy to prevent situations where familial relationships could compromise objectivity, impartiality, or the fair treatment of volunteers and board members.

### **Policy Guidelines:**

1. **Definition of Nepotism:** Nepotism is the favoring of relatives or close personal friends in the selection, hiring, promotion, or decision-making processes. In an all-volunteer organization like Whiskers, this policy also extends to board members who oversee programs and volunteer activities.
2. **Prohibition of Nepotism:** Whiskers strictly prohibits nepotism in all aspects of its operations, including but not limited to volunteer recruitment, selection, evaluation, and decision-making.
3. **Volunteer Coordinators and Shift Leaders:** The volunteer coordinators and shift leaders responsible for shelter volunteers must avoid any preferential treatment or bias when working with volunteers, especially if they are relatives or close personal friends.
4. **Board of Directors:** Members of the board of directors must exercise their duties impartially, regardless of any personal relationships with volunteers or fellow board members. Decisions made by the board must prioritize the best interests of Whiskers and its mission.
5. **Recruitment and Selection:** All volunteers, including board members, must be selected based on their qualifications, skills, and suitability for their respective roles. Personal relationships shall not influence the recruitment process.
6. **Conflict of Interest:** If a conflict of interest arises due to a familial or personal relationship, the involved individual must promptly disclose this information to the board of directors or relevant authority. They should recuse themselves from any decisions involving the person with whom they have a conflict.
7. **Reporting Violations:** Whiskers encourages all volunteers and board members to report any instances or suspicions of nepotism in violation of this policy. Such reports should be made to the board of directors at [board@ewhiskers.com](mailto:board@ewhiskers.com).
8. **Consequences of Violation:** Violation of this Anti-Nepotism Policy may result in appropriate corrective action, including but not limited to counseling, reassignment of responsibilities, or, in severe cases, removal from a volunteer position or the board.
9. **Review and Update:** Whiskers will periodically review and update this policy to ensure its effectiveness and relevance.

### **Conclusion:**

Whiskers is dedicated to maintaining an inclusive and equitable environment for all volunteers, regardless of personal relationships. This Anti-Nepotism Policy is integral to preserving the organization's integrity and upholding its mission to provide abandoned, abused, and stray animals with a place of comfort, safety and health and ultimately find them loving, responsible permanent homes. Volunteers and board members are expected to adhere to this policy and promote a fair and ethical culture within Whiskers.