

## **CONFLICT OF INTEREST AND NEPOTISM PRACTICES**

- **None of JCCGCI's directors, officers or employees may have any interest nor shall they acquire any interest, directly or indirectly, which would or may conflict in any manner or degree with the performance or rendering of the services of any contracts awarded to JCCGCI by any government entity.**
  
- **No elected official or other officer or employee of the City of New York, State of New York or United States Federal government, nor any person whose salary is payable, in whole or part, from a government Treasury, shall participate in any decision relating to contracts held by JCCGCI which affects his personal interest or the interest of any corporation, partnership or association in which he is, directly or indirectly, interested nor shall just person have any interest, direct or indirect, in any such contract or in the proceeds thereof.**
  
- **JCCGCI's employees and members of their immediate families may not serve on:**
  - **The Board of Directors of JCCGCI**
  - **Any JCCGCI committee with authority to order personnel actions affecting his or her job, or which, either by rule or by practice, regularly nominates, recommends or screens candidates for employment in the program.**
  
- **No person may hold a job or position over which a member of his immediate family exercises any supervisory, managerial or other authority whatsoever whether such authority is reflected in a job title or otherwise. A member of an immediate family includes: husband, wife, father, father-in-law, mother, mother-in-law, son, son-in-law, daughter, daughter-in-law, niece, nephew, aunt, uncle, cousin and separated spouse unless such job or position is wholly voluntary and unpaid. For purposes of this section, a member of a Board of Directors of JCCGCI is deemed to exercise authority over all employees of JCCGCI.**
  
- **JCCGCI shall not employ a person or permit a person to serve as a member of the Board of Directors or as an officer of JCCGCI if such employment or service would violate Chapter 68 of the New York City Charter.**