

NAVIGATIONAL SYSTEMS

POLICY ON EMPLOYMENT OF MEMBERS OF THE SAME FAMILY

The policy of Navigational Systems is to base employment and promotions on qualifications and performance. In keeping with this policy, members of the same family are eligible for employment at Navigational Systems. Where members of the same family are recommended to work for the same supervisor, the arrangement must be approved in advance by the relevant Division Chief. However in the above situations, a supervisor-employee relationship shall not prevail, at the time of employment or thereafter, nor shall one member of the family relationship assume for the other the role of advocate or judge with respect to conditions of employment, salary or promotion.

It should be clear that the reasons underlying such a restriction on employment, defined as applying to members of the same family, shall apply with equal validity to those whose living arrangements approximate family relationships.

While general responsibility for assuring adherence to these policies must rest with supervisors and managers, a particular responsibility for sensitivity to the potential for conflicts of interest falls on those whose family or personal relationships may give rise to them.