

## NEW JERSEY TURNPIKE AUTHORITY

### SUPPLEMENTARY CODE OF ETHICS

#### FOREWORD

The New Jersey Conflicts of Interest Law (N.J.S.A. 52:13D-12 et seq.) establishes specific standards of conduct for State employees and officers. Pursuant to the Law, the State Ethics Commission has issued a Uniform Ethics Code to govern and guide the conduct of State officers and employees and special State officers and employees in State agencies in the Executive Branch of State Government and to serve as the primary code of ethics for such agencies. In accordance with N.J.S.A. 52:13D-23, the New Jersey Turnpike Authority (hereinafter the "Authority") promulgates as a supplement to the Uniform Ethics Code this Code of Ethics that addresses the particular needs and problems of the Authority with standards of conduct for all State officers and employees, as defined by N.J.S.A. 52:13D-13(b), and special State officers and employees, as defined by N.J.S.A. 52:13D-13(e), within the Authority.

#### Anti-Nepotism Policy:

1. Purpose

It is the goal of the Authority to avoid creating or perpetuating circumstances in which the possibility of favoritism, conflicts of interest or impairment of efficient operation may occur. The dangers of bias in the form of nepotism in public employment has been well publicized.

2. Policy

The Authority will not hire the relatives of current employees. For the purposes of this policy, relatives are defined as: spouse, father, mother, son, daughter, brother, sister, grandparent, grandchild, nephew, niece, aunt, uncle, step-parent, step-child or any individual who has acquired such relationship through blood or marriage.

3. Procedure

The Human Resources Department shall carefully screen all applicants for employment to ensure that their hiring will not violate the statutes of this policy. The only exception to this rule permits the hiring of family members to work as seasonal employees.

Should two employees in a reporting relationship become relatives, as defined in this policy, during their employment at the Authority, the choice will be theirs as to which employee accepts a transfer into an available position, suitable to their skill and experience. If, between the two employees, a decision cannot be made, the employee with the least seniority must transfer into the next available position suitable to his or her skill and experience. The Department Head should contact Human Resources for assistance in facilitating a transfer.

Any individual who misrepresents or omits pertinent information with regard to this policy during the hiring process will be subject to immediate dismissal.