



NEW JERSEY BOARD OF PUBLIC UTILITIES PERSONAL RELATIONSHIPS DISCLOSURE STATEMENT

In accordance with the Uniform Ethics Code adopted by the NJ State Ethics Commission and the State Policy Prohibiting Discrimination in the Workplace, the New Jersey Board of Public Utilities (BPU) requires the disclosure of all relatives, consensual personal relationships, and cohabitants. No BPU employee may supervise or exercise any authority concerning personnel actions involving their relative, anyone with whom there is a consensual personal relationship or anyone with whom they cohabitate.

Relative: means an individual's spouse/domestic partner/civil union partner¹ or the individual or spouse's/domestic partner's/civil union partner's parent, child, brother, sister, aunt, uncle, niece, nephew, cousin, grandparent, grandchild, son-in-law, daughter-in-law, stepparent, stepchild, stepbrother, stepsister, half-brother or half-sister, whether the relative is related to the individual or the individual's spouse/domestic partner/civil union partner by blood, marriage or adoption.

Consensual personal relationship: means marriage, cohabitation, engagement, dating, and other ongoing romantic or sexual relationships.

Cohabitant: means non-related persons who share a household under circumstances where there is financial interdependence.

The BPU requires the disclosure of all relatives and consensual personal relationships to be promptly reported directly to the Director of Administration and the Human Resources Manager (HR). Confidentiality shall be maintained to the extent possible and practicable. This information may be shared with Equal Employment Opportunity (EEO) and/or Ethics personnel as deemed necessary. Upon receiving notice of the relationship, HR may address any situation as necessary in consultation with EEO and/or Ethics personnel. This may include, but is not limited to, the changing of reporting relationships or transferring any of the employees involved. Failure to provide notification may result in discipline up to and including termination of employment and the denial of legal representation and indemnification by the State if a lawsuit is filed having a connection with a personal relationship.

Employees are under a continuing obligation to promptly report personal relationships that develop during their employment.

I **DO NOT** have a relative or a consensual personal relationship, as defined above, with anyone working for the New Jersey Board of Public Utilities.

I **DO** have a relative or a consensual personal relationship, as defined above, with an employee working for the New Jersey Board of Public Utilities (identified as follows):

¹ Domestic Partner as defined in NJSA 26:8A-1 et. seq. and Civil Union status as defined in NJSA 37:1-28 et. seq.



Name _____ Relationship _____

Division and Work Location _____

Additional Information: _____

I certify that the information on this form to the best of my knowledge and belief is true and accurate. I understand that any misleading or incorrect information or omission of material facts may be just causing for disciplinary action up to and including termination of employment. I understand my obligation to promptly report personal relationships that develop during my employment.

Applicant/Employee's Name (Print) _____

Applicant/Employee's Signature _____ Date _____

¹ Domestic Partner as defined in NJSA 26:8A-1 et. seq. and Civil Union status as defined in NJSA 37:1-28 et. seq.