

DEPARTMENT OF ENVIRONMENTAL PROTECTION

PERSONAL RELATIONSHIP 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 Department of Environmental Protection (DEP) requires the disclosure of all relatives, consensual personal relationships, and cohabitants. No DEP employee may supervise or exercise any authority with regard to personnel actions involving his/her relative, anyone with whom there is a consensual personal relationship, or anyone with whom they cohabit.

Relative means an individual's spouse/domestic partner/civil union partner 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, engagement, dating or other ongoing romantic or sexual relationships.

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

The Department of Environmental Protection requires the disclosure of all relatives and consensual personal relationships to be promptly reported directly to the Division of Human Resources (HR) – Director's Office. Confidentiality shall be maintained to the extent possible and practicable. This information may be shared with the DEP's Equal Employment Opportunity Office (EEO) and/or the DEP Ethics Office as deemed necessary. Upon receiving notice of the relationship, HR may address any situation as necessary in consultation with the EEO Office and/or the Ethics Officer. This failure to provide notification to HR may result in discipline up to and including termination and the denial of legal representation and indemnification by the State in the event that 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 DEP.



I DO have a relative or a consensual personal relationship, as defined above, with anyone working for the DEP.

NAME	RELATIONSHIP	PROGRAM/WORK LOCATION

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

Applicant/Employee's Name (Print) Malcolm Kahora

Applicant/Employee's Signature _____

Date 03/14/24