

Family Employment Policy Questionnaire #1

1. What expectations do you have for how family employees show up and work in the business?
2. What assistance/support should be given to family employees to help them do their job more effectively or address personal challenges?
3. Should compensation for family employees be equal or based on some other factors? If other factors should be considered, what do you think those factors should be?
4. How should a family employee's job responsibilities be determined?
5. Should a family employee's job performance be evaluated?
 - a. If not, how do you suggest the business handle a family employee who is not performing?
 - b. If so, what factors should be taken into account, what guidelines are appropriate, and who should evaluate family members?
6. What should happen if a family employee is not fulfilling his/her responsibilities?
7. Under what circumstances could a family employee ever be suspended?
8. Under what circumstances could a family employee ever be terminated?
9. If a family employee drinks, uses illegal drugs, or violates discrimination laws under what circumstances should this be a concern to the business and subject to discipline?
10. If a family employee use of alcohol, substance abuse, or discriminatory acts negatively impacts the business or its customers, employees, manager relations, or reputation, indicate what of the following actions would be appropriate for the business to take and indicate why or why not:

The Company Should:	Y	N	Why or Why Not
1. Require evaluation & testing by professional			
2. Seek advice & recommendations of professional			
3. Encourage professional and family employee to reach agreement on recommendations			
4. Evaluate the recommendations of professionals			
5. Place conditions on employment			
6. Suspend employment			

7. Terminate employment			
8. Require treatment and after-care			
9. Require cooperation of family employee as condition for continued employment			
10. Require compliance with recommendations as condition for continued employment			
11. Offer opportunity to rehabilitate and reverse consequences			
12. Pay for the cost of the professionals & services			

11. If a family employee use of alcohol, substance abuse, or discriminatory acts negatively impacts the business or its customers, employees, manager relations, or reputation, what actions would you want the Company to take to help the family employee and protect the Company's business, customers, employees, and reputation?

12. If a family employee use of alcohol, substance abuse, or discriminatory acts negatively impacts the business or its customers, employees, manager relations, or reputation, what actions would you not want the Company to take to help the family employee and protect the Company's business, customers, employees, and reputation?

13. If a family employee use of alcohol, substance abuse, or discriminatory acts negatively impacts the business or its customers, employees, manager relations, or reputation, what would you want to see the Company take into account in deciding what to do?