



# Rhode Island State Pilotage Commission

235 Promenade Street, Providence RI 02908

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## Nepotism Policy (2019)

The Rhode Island State Pilotage Commission (the “Commission”) recognizes that the small number of licensed Rhode Island State Pilots (“Pilot”), coupled with the requirements of the apprentice training programs as outlined in the Rhode Island State Pilotage Commission Rules and Regulations (“Commission Regulations”), has the potential to result in supervision of a relative. The Commission further recognized the importance of ensuring that the award of a Rhode Island State Pilot license occurs in a fair and transparent manner, and in accordance with the Commission Regulations. To that end, the Commission adopts the following policy on nepotism:

For the purposes of this policy the term “relative” means any person who is related to a Pilot, whether by blood, marriage or legal action, as any of the following: spouse, father, step-father, father-in-law, mother, step-mother, mother-in-law, son, step-son, son-in-law, daughter, step-daughter, daughter-in-law, brother, step-brother, brother-in-law, sister, step-sister, sister-in-law, grandfather, step-grandfather, grandfather-in-law, grandmother, step-grandmother, grandmother-in-law, grandson, step-grandson, grandson-in-law, granddaughter, step-granddaughter, granddaughter-in-law, uncle, step-uncle, uncle-in-law, aunt, step-aunt, aunt-in-law, niece, step-niece, niece-in-law, nephew, step-nephew, nephew-in-law, first cousin, step-first cousin and first-cousin-in-law. The term also includes domestic partners (a person with whom the Pilot’s life is interdependent and who share a common residence) and a daughter or son of the Pilot’s domestic partner.

- To the extent practicable, all reasonable efforts should be made to avoid a situation where any apprentice is being evaluated by his/her relative.
- Where not practicable, the Commission will accept up to 25% of any apprentice’s trip reports with evaluations of the apprentice by their relative. The evaluations by the relative will not be utilized in the Commission’s determination of whether to grant a Rhode Island State Pilot license to the apprentice. The trip reports with evaluations by non-relative Pilots will be weighted accordingly.
- In the event that the apprentice is a relative of a member of the Pilot Board, that Pilot Board member must recuse themselves from any voting on the apprentice relative.