

## **3 FAM 4180**

# **MEMBERS OF HOUSEHOLD**

*(TL:PER-488; 12-01-2003)*  
*(Office of Origin: DGHR)*

## **3 FAM 4181 GENERAL**

*(TL:PER-488; 12-01-2003)*  
*(Uniformed State, USAID, Commerce)*  
*(Applies to Foreign Service Employees)*

- a. For the purpose of this subsection, members of household ("MOHs") are those persons who have accompanied or join an employee assigned abroad and who the employee has declared to the Chief of Mission are part of his or her household, who will reside at post with the employee, and who are other than legitimate domestic staff. MOHs do not include those persons who are "family members" or "eligible family members" within the meaning of the FAM.
- b. Where appropriate and practicable and subject to applicable law, Chiefs of Mission and their staffs should ensure that the official American community is as welcoming as possible and should apply the following policies fairly and equitably to all MOHs.
  - (1) Assist MOHs, upon request, in obtaining appropriate residency permits and travel visas in accordance with local law. However, posts may not request privileges, immunities, or exemptions for MOHs and, to the extent post informs the foreign government that the MOH has accompanied the employee abroad and resides with the employee, it should expressly state the MOH is not regarded by the Department of State as a member of the employee's family forming part of his or her household for the purposes of the Vienna Conventions on Diplomatic or Consular Relations or for any other official purpose.
  - (2) Include U.S. citizen MOHs in the Mission warden system.
  - (3) Consider MOHs, who can legally work in the respective country and have obtained any necessary work permits, for positions at post that are appropriate for their citizenship. Such consideration is subject to applicable law, including nepotism regulations, priority consideration for Eligible Family Members and Veterans preference.

- (4) At the employee's request and with the MOHs' authorization, include MOHs in post telephone and address listings.
  - (5) Include MOHs in all events sanctioned by post on the same basis as eligible family members.
  - (6) Allow MOHs to participate in local CLO and FLO sponsored activities and programs.
- c. Posts may consult with the Bureau of Human Resources (Office of Policy Coordination) if they have questions about policies related to MOHs other than those set forth above.
- d. Employees will have concomitant responsibilities with respect to MOHs.
- (1) Employees shall declare all MOHs to the Chief of Mission.
  - (2) Employees shall, to the best of their abilities, ensure that their MOHs comply with all applicable laws, regulations, and any post policies applicable to the American community, including 12 FAH-6, *Employee and Visitor Access Restrictions*.
  - (3) Employees should encourage their MOHs to complete emergency locator cards for use by post.
  - (4) Employees shall report foreign national MOHs in accordance with 3 FAM 4100 Appendix B (*Employee Marriage, Equivalent Bonds and Cohabitation*).
- e. When evaluating the suitability of an employee for assignment to a Critical Human Intelligence Threat post under 12 FAM 263.3-2, *Critical Human Intelligence Threat Posts*, the Bureau of Diplomatic Security will consider an MOH to the same extent it would a family member.
- f. The anti-nepotism regulations in 3 FAM 1300, Appendix A, 3 FAM 8300 and 3 FAH-1 H-8300 shall apply to MOHs.

## **3 FAM 4182 THROUGH 4189 UNASSIGNED**