



NEPOTISM

POLICY

To avoid conflicts of interest and provide reasonable assurance that each person can carry out the responsibilities of his or her position as objectively as possible it is our policy to avoid bringing family relationships into the workplace whenever possible. However, on occasion more than one family member may work for this college. Relationship by blood, marriage or residing in the same household to any other college employee shall constitute neither an advantage nor a disadvantage to any employee, provided the individual meets and fulfills the appropriate college appointment and promotion standards. The following guidelines will govern these situations:

- * No employee will be permitted to hire a relative
- * When related persons work for the college, one relative may not directly supervise another relative.
- * Employees with relatives working at or who apply for employment at the college are to recuse themselves from participating in or attempting to influence decisions that might affect the relative's salary, classification, employment, benefits or any other job related action.