NEPOTISM

POLICY

Sherman College is committed to avoiding conflicts of interest and providing reasonable assurance that all employees can perform their job duties with objectivity and integrity.

Situations do occur where more than one family member is employed by the college. Relationships by blood, marriage or shared household with another college employee shall neither be 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:

- Employees are prohibited from hiring or participating in the hiring of a relative.
- When relatives are employed by the college, one relative may not directly supervise the other.
- Employees with relatives employed by or applying 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.