

NEPOTISM**Reason for Policy**

To ensure that no preferential treatment will be afforded to individuals based on relationships that may place undue or inappropriate influence on terms and conditions of employment.

Definitions

1. "Relationship" is defined as individuals related by blood, marriage, adoption (e.g. father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother or half-sister); a person a college employee intends to marry, or with whom the college employee intends to form a household, domestic partnership, dating, or other personal relationship in which objectivity might be impaired.
2. "Line of authority" is defined as authority extending vertically through one or more organizational levels of supervision or management.

Policy Statement

1. All determinations related to college hiring will be based on the applicant qualifications deemed most suitable for the available position.
2. Relationship to another individual employed by the College shall not constitute a bar to hiring, promotion or reappointment, provided, that no employee shall be hired to work within the line of authority of a related individual.
3. The College retains the right to refuse to appoint a person to a position in the same department, division or facility as another employee with whom he/she has a relationship which might create an adverse impact on supervision, safety, security or morale, or involves a potential conflict of interest.
4. If two initially unrelated employees decide after employment to marry or to form a household, domestic partnership, dating or other personal relationship, each is obligated to disclose that relationship to the college via procedures authorized by the President. In such cases, the college reserves the right to transfer either or both employees into a different position to avoid an adverse impact on supervision, safety, security or morale, or a potential conflict of interest.

Approved:

Board of Trustees

June 13, 1973

Revised:

July 20, 2006