Policy 5.26

Nepotism Policy

Present and prospective employees shall be evaluated on the basis of individual merit, without respect to race, gender, religion, national origin, or any other factors no involving professional qualifications and performance. The following restrictions have been adopted, to avoid the possibility of favoritism based on family relationships:

- The College shall not employ two or more persons concurrently who are closely related by blood or marriage in positions which result in one person or such family relationship supervising another closely related person or having a substantial influence over employment, salary or wages, or other management or personnel actions pertaining to the close relative.
- "Closely related" is defined to mean mother, father, brother, sister, son, daughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandmother, grandfather, grandson, granddaughter, uncle, aunt, nephew, niece, husband, wife, first cousin, step-parent, step-child, step-brother, step-sister, guardian, or ward.
- With respect to the concurrent service of closely related persons within the same academic department or other comparable institutional subdivision of employment, neither relative shall be permitted, either individually or as a member of a committee, to participate in the evaluation of the other relative.

References

Legal References: *1C SBCCC 200.94*

SACSCOC References: *Enter SACSCOC references here*

Cross References:

History

Senior Staff Review/Approval Dates: *4/1/14*

Board of Trustees Review/Approval Dates: *4/1/14*

Implementation Dates: *Enter date(s) here*