

SOUTHWESTERN COMMUNITY COLLEGE	HUMAN RESOURCES/INFORMATION TECHNOLOGY NEPOTISM/EMPLOYMENT OF RELATIVES	Policy 4.01.07
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Present and prospective employees shall be evaluated on the basis of individual merit without respect to race, sex, religion, national origin, disability or any factors not involving professional qualifications and performance. In accordance with this principle, the following restrictions are adopted to avoid the possibility of favoritism based on family relationships for all College employees.

1. The College shall not employ two (2) or more persons concurrently who are “closely related” in positions which would result in one person of such 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.
2. “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, or same persons engaged in an amorous, physical, or romantic relationship without the benefit of marriage that live in the same household.
3. 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.
4. Board members and College employees shall not take part in any official action regarding the employment of a “closely related” family member that results in financial gain to the Board member. For any official action regarding the employment status of a family member that would result in the financial gain to the Board member or the employee, the Board member will disclose the conflict to the full Board and will not take part in the official action, unless otherwise allowed by law.
5. The provisions of this policy shall be prospective only, with reference to appointments made after the adoption date of this policy.

Legal Reference: 1C SBCCC 200.98

Adopted: From 2012 Policy Manual

Amended: April, 2013