

POLICY 2.21: NEPOTISM

Family relationships in the workplace may create situations where the college's professional objectivity or its reputation is compromised, or may otherwise jeopardize a professional work climate. The college doesn't permit such relationships to the extent they interfere with or otherwise influence — in appearance or in fact — employment matters, including performance evaluations, promotions/career progression, work assignments or the work environment.

Family relationships

Nepotism shouldn't play any role in decisions relating to employment, including but not limited to evaluations, discipline, work assignments, compensation or career development. As a result, an employee and the employee's spouse, domestic partner or other close relative may not be in roles where:

- One exercises management oversight (direct or indirect) or influence over the other
- One reports to or has actual or apparent supervisory authority over the other
- Activities of the two are related, where it would be reasonable to expect that performance, career or other college-related input may be provided by one about the other
- One has insight into the performance, career or other employment decisions being made about the other.

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