

## **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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