

<b>CODE:</b>	<b>TRU – 914</b>
<b>SUBJECT:</b>	<b>Nepotism</b>
<b>ADOPTED:</b>	<b>September 9, 2008</b>

No Independence Community College Board of Trustees member shall participate in or influence the recruiting, hiring, evaluation, promotion or disciplinary proceeding of an employee that they are in relation with, nor shall any employee be hired for a position which would require one household or family member to supervise, evaluate or discipline the other.

1. Household or family member shall include spouse, life partner, children including step and foster, parent, and in-laws.
2. Part-time faculty members are excluded from this policy due to college dependency for delivery of instructional programs.
3. Reassignment of employment will result from employee involvement during employment at the college when possible. If reassignment is not possible, one employee must end employment at the college.

### **Procedure**

#### **Nepotism**

When filling employment openings, efforts will be made to not hire household or family members within the same department. No employee or Board of Trustee member shall participate in or influence the recruiting, hiring, evaluation, promotion or disciplinary proceeding of an employee that they are in relation with, nor shall any employee be hired for a position which would require one household or family member to supervise, evaluate or discipline the other.

If two employees become involved in an intimate long-lasting relationship that may include cohabitation in the same household during their employment at the College and such relationship violates the provisions of this policy, one of the employees must be reassigned. The College will make every effort to accommodate this reassignment, but if not possible, one employee must end employment at the College.

For purposes of this policy, household or family members shall include spouse, life partner, children, including step and foster, parent, grandchildren, grandparents, and in-laws. Because of the dependence on part-time faculty for delivery of instructional programs, they are excluded from this policy.