

Procedure 3-7: Nepotism

An applicant, whether internal or external, shall not be hired by the District in any full-time, part-time or temporary position when the applicant would directly or indirectly be supervised by, or be supervisory to, a current district employee who is related to the applicant within the third degree of consanguinity or second degree by affinity as defined by the state nepotism statues.

The applicant shall not be related by blood within the third degree, or by marriage within the second degree to a person in a direct or indirect supervisory relationship.

For the purpose of this policy, "direct or indirect" supervision exists when the applicant or the current employee would, under an existing policy or procedure, be required to approve an employee action or would have authority over terms or conditions of employment of the other.

When a person in a supervisory position marries a person when he or she supervises, the supervised spouse shall be transferred to another position for which he or she is qualified if such a position is available within the College. In the event such a position is not available with the College, the supervised spouse shall be deemed to have resigned his or her employment with the College effective as of the date of the marriage.

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