

POLICY TITLE: EMPLOYMENT OF RELATIVES - NEPOTISM

I. Purpose

The purpose of this policy is to avoid actual or perceived conflicts of interest when relatives are employed at the College.

II. Scope

This policy applies to all College employees, temporary, and interim employees, as well as Board members. This policy also applies to independent contractors who have a direct supervisory relationship with College employees. This policy does not apply to students.

III. Definitions

- A. **Relatives:** The term relatives and related are hereby defined as: current spouse, current domestic partner, mother, father, son, daughter, brother, sister, grandparents, grandchildren, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepmother, stepfather, stepchild and/or any other relative living in the immediate household.
- B. **Direct supervision:** The term direct supervision is hereby defined as a direct line of authority, no matter how far removed. For example, the child of a Vice President reporting to a Manager, who reports to a Director, who reports to the Vice President, is a direct line of authority to the Vice President.
- C. **Senior Leadership:** The term Senior Leadership is hereby defined as the Executive Leadership Team, which currently includes the President, Senior VP's, Provost, CIO, CFO, Executive Director, Deans or comparable positions.

IV. General

Standards for hiring, promotion, reappointment, assignments, evaluation, working conditions, responsibilities, wages/salaries and retention for all employees at Lansing Community College are based upon ability, qualifications for the position and performance. Relatives must not participate in roles which have the authority to influence employment decisions, including but not limited to search committees, reclassification reviews, peer reviews/evaluations or corrective actions. Further, relatives cannot approve expenditures or reimbursements.

Relationship to another individual employed by the College shall not constitute a bar to hiring, promotion or reappointment, provided, that no employee shall be under the direct supervision of a relative.

Those within Human Resources, Senior Leadership and the Board of Trustees have access to confidential budgetary and compensation information, and may materially affect employment decisions covering all employees and positions across the College. Therefore employment of relatives of Human Resources, Senior Leadership and the Board of Trustees at the College will not be authorized. Students who are enrolled and actively pursuing their courses and are relatives of employees (including excluded employee groups) may be employed as long they are not employed in jobs under direct supervision of a relative.

The Board may waive this policy by resolution of the Board through a recommendation of the President.

General requirements:

1. No employee shall be assigned to a division/department under the direct supervision or control of a relative.
2. Employees who witness or perceive a conflict of interest in employment because of a relationship of relatives may contact their supervisor or Human Resources without fear of retaliation.
3. Related employees, employed prior to the effective date of this policy, will continue their employment in their current position without regard to the policy change. The college will, however, make a concerted effort to move the employee laterally into a vacant position consistent with current collective bargaining agreements to a department where there is no supervising relative, if possible.

Relationships to fellow employees as defined by this policy should be disclosed within 30 calendar days to the Human Resources Department, in writing.

V. Responsibility

The College's Department of Human Resources is responsible for the administration of this policy.

Failure to follow this policy may result in disciplinary action up to and including termination

Adopted: January 21, 2003, *Amended December 14, 2009*