

BP 2.4 Nepotism

Legal Authority 1C SBCCC 200.98; NCGS 115D-5; NCGS 115D-20

Approvals 08/19/99
Revision

Policy

It is the policy of McDowell Technical Community College that present and prospective employees shall be evaluated on the basis of individual merit, without respect to race, sex, religion, national origin, or any other factors not involving professional qualifications and performance. In accordance with this policy principle, the following restrictions are adopted to avoid the possibility of favoritism based on family relationships.

- (1) An institution shall not employ two or more persons concurrently who are closely related by blood or marriage in positions which would result in one person of such family relationship supervising another closely related person(s) having a substantial influence over employment, salary or wages, or other management or personnel actions pertaining to the close relative.
- (2) "Closely related" is defined to mean mother, father, brother, sister, son, daughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandmother, grandfather, grandson, granddaughter, uncle, aunt, nephew, niece, husband, wife, first cousin, step-parent, step-child, step-brother, step-sister, guardian or wards.
- (3) With respect to the concurrent service of closely related persons within the same academic department or other comparable institutional subdivision of employment, neither relative shall be permitted, either individually or as a member of a committee, to participate in the evaluation of the other relative.