



NEPOTISM

Southeast Technical College Policy GBEA/STC

1. Purpose

All applicants will be considered for employment on the basis of their qualifications. However, no person will be employed in a full-time position where they would be related to their immediate supervisor. A person who is related to another employee or applicant shall not participate in any decision to hire, retain, promote, evaluate, or determine the salary of that person.

2. General Statement of Policy

Should a marriage/cohabitation, the hiring of a supervisor, or Southeast Technical College (STC) reorganization create a situation in violation of this policy, the violation will be remedied by the transfer of one immediate family member as soon as practical to a vacancy for which they are qualified with no loss in pay.

The Southeast Tech President shall be recused from any personnel actions directly regarding a related person.

3. Definitions

Related persons include: spouse, parent, sibling, child, grandparent, grandchild, aunt, uncle, niece, nephew, first cousin, or member of the same household. These relationships include step, half, and/or in-law relationships.

4. Reporting Procedures

Any employee who believes a violation of this policy has occurred should follow the procedures outlined in Policy KEB/STC - KEB-R/STC and report their observation to the Southeast Tech President. The Southeast Tech President will investigate the allegations and take appropriate action.

The President may also investigate complaints of undue influence, favoritism, or other conflicts of interest involving Southeast Tech employees who are immediate family members but who are not involved in any supervisory relationship.

5. Related Policies

KEB/STC KEB-R/STC – Public Concerns/ Complaints about Personnel

6. Dissemination of Policy and Training

The policy is located on STC's website under Consumer Information – Southeast Tech Policies

Board Approved:

Policy		Board Action
adopted:	11-27-00	29734
amended:	04-10-02	33117
amended:	02-28-05	34047
amended:	01-12-09	35261
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