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I. DEFINITIONS

"Closely related" is defined to mean mother, father, brother, sister, son, daughter, father/ mother-in-law, son/daughter-in-law, brother/sister-in-law, grandfather, grandmother, grandson, granddaughter, uncle, aunt, nephew, niece, husband, wife, step-parent, step-child, step-brother/sister, guardian/ward, or some person engaged in an amorous, physical or romantic relationship, whether married or not.

II. PROHIBITIONS

A. Close Relatives of Supervisors, Evaluators, and Hiring Committee Members

The College shall not employ two (2) or more persons concurrently who are "closely related" in positions which would result in one person of such relationship supervising another closely related person or having a substantial influence over employment, salary or wages, or other management or personnel actions pertaining to the close relative.

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.

Employees with the authority to recommend the hiring of another employee shall not participate in a hiring process that includes the hiring of another person with whom they are closely related.

B. Close Relatives of Board Members

Board members shall not take part in any official action regarding the employment of a closely related family member that results in financial gain to the Board member. For any official action regarding the employment status of a family member that would result in the financial gain to the

Board member, the Board member shall disclose the conflict to the full Board and will not take part in the official action unless otherwise allowed by law.

REFERENCES

Statutory References	None
Regulatory References	1C SBCCC 200.98
Relevant Guidance	None
Policy Manual Cross-References	None

POLICY HISTORY

January 1, 2025	Adopted.