

NEPOTISM (EMPLOYMENT OF RELATIVES) - BP 2.20

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23 NCAC 2C .0210;*

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NEPOTISM (EMPLOYMENT OF RELATIVES)

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

- (1) The College 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 or 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 ward.
- (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.
- (4) The provisions of this Policy shall be prospective only, with reference to appointments made after the adoption date of this Policy.
- (5) Because of their official relationships to College, persons serving as a member of the Board shall also be subject to this Policy.
- (6) In the event such relationships exist at the time of the adoption of this Policy, the parties shall be exempt until such time as they would normally terminate their employment with the College. In the case of part-time employees where such relationship currently exists, the end of the currently operating contractual class shall

not be construed as a normal termination for employment nor shall this Policy be interpreted as prohibiting re-employment of such persons in a like part-time activity.

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