

HAYWOOD COMMUNITY COLLEGE	HUMAN RESOURCES EMPLOYMENT OF RELATIVES	Policy No. 3.1.6
--------------------------------------	--	---------------------

- A. 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 supervises 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.
- B. “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, first cousin, step-parent, step-child, step-brother/sister, guardian/ward or some person engaged in an amorous, physical or romantic relationship without the benefit of marriage that live in the same house.
- C. 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.
- D. Employees with the authority to recommend the hiring of another employee shall not recommend the hiring of another person with whom they are “closely related.”
- E. The provisions of this section shall be prospective only with reference to appointments made after the adoption of this Policy.

Adopted: 02-06-2017
 Legal Reference: 1C SBCCC 200.98