

Policy: 5.52

Employee Nepotism

Purpose

The employment or contracting for service of relatives in the same department or other areas of an organization may cause conflicts and serve as the basis for complaints concerning disparate treatment and favoritism. This policy is established to protect against such conflicts and complaints, and to provide for the ethical and legally consistent treatment of individuals with relatives seeking employment or who are employed by the College.

Definition

Relative: the spouse, domestic partner, anyone in a romantic relationship and, whether by blood, adoption, marriage or domestic partnership, the child, parent, grandparent, sibling, grandchild, aunt or uncle, niece or nephew, or any person residing in the immediate household (or the household of the spouse or domestic partner of any of these relatives) of the Kansas City Kansas Community College (KCKCC) employee, or their spouse, domestic partner, or person in a romantic relationship

Policy Statement

No employee of KCKCC may make, participate in or attempt to influence employment or other business-related decisions involving a relative or influence others to do so the same. In addition, no employee should directly or indirectly supervise a relative.

Examples include:

- Occupy a position that will supervise their relative or as a supervisor in the organizational unit up to the respective cabinet member
- Serve on hiring committees
- Participate in contract review, financial reporting, purchasing, grant management, or any other financial matter

If a relative relationship is established after employment between employees, it is the responsibility and obligation of the employees involved in the relationship to immediately disclose the existence of the relationship to Human Resources.

Any exceptions to this policy are subject to the review and approval of the Board of Trustees.

Board Approved: 05/18/2021