



### **3.0 Guidelines**

Qualified members of the same family (parent, child, spouse, domestic partner, sibling, in-law, or close relative) may be employed in the same department or other comparable administrative unit except in the following situations:

- 3.1 When one member of a family is responsible for making decisions in personnel matters involving the appointment tenure, retention, or salary of another member of the same family.
- 3.2 When one member of a family is responsible for leading, supervising, evaluating, or auditing the work of another member of the same family.
- 3.3 When other circumstances exist which place members of the same family in situations of actual conflict between the interests of the College and the interests of the family members.