1.0 Nepotism Objectives and Responsibilities

It shall be the practice of Columbia Basin College (CBC) to recruit the best qualified persons for all positions and consideration shall be based solely on merit. Family relationships shall not be used as a basis for determining or denying rights, privileges or benefits associated with employment opportunities. Discrimination against an employee or an applicant because of marital status or any other relationship with another employee is not allowed.

However, members of an immediate family (spouses, siblings, significant others, or parents and children) shall not serve on screening committees or recommend employment of family members, nor shall members of the same family work in an immediate supervisor/subordinate relationship.

Family members shall not be assigned to the same department, if such family member would directly be supervised by or be a supervisor of such employee, or where potential problems of safety, morale, security or conflicts of interest exist.

2.0 Exceptions

2.1 Faculty

2.1.1 No faculty member, dean, or other administrative officer shall vote, make recommendations, or in any other way participate in the decision of any matter which may directly affect the appointment, tenure, promotion, salary, or any other status or interest of such person's parent, child, spouse, domestic partner, sibling, in-law, or close relative.

2.2 Administrative/Professional, Classified Staff

2.2.1 No administrative/professional or classified staff employee shall supervise, vote, make recommendations, or in any other way participate in the decision of any matter that may directly affect the appointment, promotion, salary, or other status or interest of such employee's parent, child, spouse, partner, sibling, in-law, or close relative.

2.3 Other Employees

2.3.1 The administrative/professional and classified staff exceptions and regulations apply to temporary and any other CBC employment.

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.