

Board Policies

PERSONNEL

308.00 NEPOTISM

It is the policy of Cowley County Community College to employ and retain the best qualified people available without bias.

- Employees or trustees shall not participate in or influence the recruiting, hiring, evaluation, promotion, discipline, transfer, tenure, or salary of a member of his/her immediate family, and that person shall not participate in or be present when any group or body considers such decisions.
- Employees shall not provide direct supervision or have line staff authority over a direct supervisor of an immediate family member, who is also an employee of the College. The College's organizational chart shall be used to determine whether direct supervision or line staff authority over a direct supervisor exists.
- If two employees become related during their employment at the College and such relationship violates paragraph 2 of this policy, it is the responsibility of the employees to notify the College of such a relationship. After notification, one of the employees will be given opportunity for reassignment. If the College is unable to accommodate reassignment, the College may require one employee to end employment at the College.
- The College will not employ any employee who is an immediate family member of a member of the Board of Trustees or the President, excluding work-study students.
- If any employees become related to a member of the Board of Trustees or the President during their employment at the College it is the responsibility of the employee(s) to notify the College of such a relationship. Within 120 days after notification the employee(s) must end employment at the College.
- For purposes of this policy, immediate family shall mean the spouse, child, parent, in-laws, siblings, step-parent, step-child, grandparent, or grandchild.

Adopted January 20, 2004
Revised October 20, 2014
Revised June 20, 2016
Revised September 19, 2022