

McLennan
Community
College

POLICIES AND PROCEDURES

Subject: Employment of Relatives: Nepotism Reference: F-V-d, 5

Source: Board of Trustees Eff. Date: February 28, 2008

Approval Auth: Board of Trustees Approved: _____

Remarks: Replaces previous policy dated November 26, 2001.

Date: February 28, 2008

It is the policy of McLennan Community College that spouses and relatives of MCC employees are eligible for employment at the College. No person will be employed on a regular full-time basis to work in a division or department under the direct supervision of a relative.

The term "relative" is to include the following members of the employee's or spouse's family: spouse, parent, grandparent, child or grandchild, brother, sister, aunt, uncle, niece, or nephew. For the purpose of this policy (1) an adopted child is treated as a natural child of the adoptive parents (2) a person residing in the same household as the employee will be considered for reporting purposes in the same manner as a relative would be treated.

This policy applies to all full-time employees, but excludes part-time and temporary employees.