

3354:1-40-02 Employment of relatives policy.

- (A) The College may hire and retain employees who are relatives of other employees. However, an individual may not be assigned or accept employment in a position in which supervisory authority or responsibility directly affecting that position is provided by a relative of the individual.
- (B) Should a relative relationship that violates section (A) of this policy arise after employment has begun, that situation must be promptly remedied.
- (C) An employee will neither initiate nor participate in decisions involving a direct benefit to relatives including without limitation decisions about initial employment, termination, evaluation, promotion, compensation, benefits, and leaves of absence.
- (D) For the purposes of this policy, "relative" includes anyone related to an employee as a spouse, parent, grandparent, grandchild, child, brother, sister, uncle, aunt, first cousin, nephew, niece, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, half-brother, half-sister, legal guardian or anyone who resides at the same address as an employee.
- (E) The President or the President's designee is hereby directed to take all steps necessary and appropriate for the effective implementation of this policy.

Effective date: December 15, 2005