



TITLE: Nepotism
DATE ADOPTED: August 15, 2023
EFFECTIVE DATE: August 15, 2023
SUPERSEDES: April 26, 2011 & February 27, 2019

PURPOSE AND APPLICATION:

The purpose of this policy is to establish standards governing, among other things, the hiring, promotion, termination, salary, performance evaluations, or other decisions concerning the employment of a member of any College employee's family or household.

ANTI-NEPOTISM:

Rowan College at Burlington County prohibits the hiring of a family/household member (defined herein as including parents, children, siblings, spouse, spouses of siblings, children of siblings, domestic partners and any member of the employee's household) by another, in those cases where one employee would be the direct supervisor of a family/household member. It is the responsibility of both supervisors and applicants to report the names of any relatives in departments or divisions to which the candidate has applied. Such reporting is to be made directly to the Chief Administrative Officer.

College policy permits the employment of more than one member of a family/household (including, parents, children, siblings, spouse, spouses of siblings, children of siblings, domestic partners and any member of the employee's household), whether or not the persons concerned are in the same academic or administrative departments. However, the College reserves the right to reassign family/household members working in the same department whenever there is a potential for a conflict of interest. In all cases, the hiring decision is to be based on the individual's qualifications and the position's requirements.

Employees are prohibited from participating in, or influencing in any way, the hiring, promotion, termination, salary, performance evaluations or vital decisions concerning the employment of a member of his/her family or household. In addition, no employee may participate in any search committee activity wherein the job candidate is related to the employee or is a neighbor, friend, or social acquaintance of the employee.



BOARD POLICY

No. 102

Employees are required to notify their supervisor and the Chief Administrative Officer of any circumstances where there could be a potential violation of this policy.

Removed:

It is the responsibility of each individual in the College community to be sensitive to the conflicts which may arise under this policy and to comply with its requirements.

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08/16/2023

President

Date:

A handwritten signature in blue ink, appearing to read "Anthony C. Wright", written over a horizontal line.

08/16/2023

Chairman

Date: