



BOARD POLICY

No. 102

TITLE: Nepotism
DATE ADOPTED: February 17, 2026
EFFECTIVE DATE: February 17, 2026
SUPERSEDES: August 15, 2023, 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.

This policy applies to all College employees and to members of the Board of Trustees.

ANTI-NEPOTISM POLICY

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 Trustee's household) by another, in those cases where one employee would be the direct supervisor of a family/household member. No employee shall supervise, evaluate, discipline, or otherwise exercise direct or indirect authority over a family or household member.

It is the responsibility of both supervisors and applicants to report the names of any relatives in departments or divisions to which a candidate has applied. Such reporting is to be made directly to the Director of Human Resources and the President.

College policy permits the employment of more than one member of a family/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 and Trustees are prohibited from participating in, or influencing in any way, the hiring, promotion, termination, salary, performance evaluations, or other vital decisions concerning the employment of a member of his/her family or household.

