

TITLE: NEPOTISM POLICY

It shall be the policy of Gogebic Community College that employment and advancement shall be based solely on professional qualifications and abilities without regard to family relationships. Concurrent employment of members of the same family in a department or division shall not be prohibited, provided that such individuals meet and fulfill regular employment standards and requirements of the position.

Under no circumstances will an employee be placed under direct supervision or control of the immediate family member (i.e. spouse, son, daughter, parent, grandparent, brother, sister, mother-in-law, father-in-law, or the spouse of any of them).

College personnel or members of the Board of Trustees should neither initiate nor participate in decisions involving a direct benefit to members of their immediate family. In the event that such circumstances arise, these functions shall be carried on by other members of the department or division and referred to the next immediate supervisor.

Date of Adoption: 3/26/85

Revised: 6/27/89, 2/26/92, 1/25/00, 5/26/15