



## Administrative Policy

<b>Policy Type:</b>	Nepotism
<b>Policy Number:</b>	LC-1719
<b>Date Adopted:</b>	5/31/2013
<b>Version:</b>	8.0
<b>Review Cycle:</b>	Biennially
<b>Date Last Reviewed:</b>	05/01//2025
<b>Office Responsible:</b>	Human Resources
<b>Reviewing Committee:</b>	Workforce Focus
<b>Related Policies:</b>	Hiring
<b>Related Laws:</b>	N/A

### **Policy Summary:**

Jackson College personnel may not work directly for, supervise, or be assigned in the same instructional department, office, or administrative unit of the college as a relative or someone they have a familial relationship with.

**Scope:** This policy applies to all Jackson College employees.

### **Policy Statement:**

Notwithstanding the above the following limitations shall apply:

No person shall be assigned to a department or under the direct chain of command of a relative.

### **Definitions:**

**Relative:** the spouse, child, stepchild, parent, stepparent, or sibling of the employee or spouse. Other family relationships include aunt, uncle, niece/nephew, grandparent, grandchild, and members of household. **Domestic Partner:** generally defined as a committed relationship between two individuals who are sharing a home or living arrangements.

**Nepotism:** the appointment, promotion, or other favorable consideration based on family or familial relationship.

### **Change Log:**

Date Of Change		Description of Change	Responsible LC
11/16/11	1.0	Change log added	A. Goings
5/31/2013	2.0	Policy updated	B. Hendry
06/15/2016	3.0	Review	C. Allen
08/28/18	4.0	Review	C. Allen
04/01/2021	5.0	Policy updated	C. Allen
08/22/2022	6.0	Policy updated	C. Allen
10/11/23	7.0	Policy updates	C. Allen
05/01/2025	8.0	Legal review by Miller Johnson	J. Randle, CHRO