

BOARD POLICY

WESTERN IOWA TECH COMMUNITY COLLEGE

Series Number 400.37

Title All Employees

Nepotism

More than one family member may be an employee of the College. However, one family member may not supervise another family member employed by the College. If, in the course of employment, through promotions, transfers, reassignments, etc., a situation arises which would require that one family member supervise another family member, the President shall have the discretion to permit an exception to this policy, subject to Board approval.

If an exception is not approved by the President and/or Board, one of the employees will be required to remove herself/himself from the employee/supervisor relationship within 30 days of the nonapproval. This may be by applying for a transfer, if another position exists for which the employee is qualified. Approval of a transfer shall be based upon required qualifications and is subject to approval of the President or her/his designee. If a transfer is not available or approved, one of the family members must resign at the employer's request or be discharged. This must be accomplished within the established 30-day period. If discharge is required, it shall be at the discretion of the President or his/her designee, based upon qualifications and the needs of the College.

The employment of more than one individual in a family shall be on the basis of the individual's qualifications, credentials, and records.

Date of adoption 12/11/95

Legal Reference: (Code of Iowa)

Date of last revision _____

§§ 20; 71; 277.27; 260C.23; 277.27; 279.8

Date of current revision 12/11/95

(1995)

Related Administrative Procedures and Cross References _____

B O A R D P O L I C Y

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