



College Policy 6.02

Nepotism

Part 1. Policy Statement

In the interests of productivity, equitable treatment of employees, and protection against potential conflicts of interest, the employment of immediate family members within the same department at Minneapolis Community and Technical College is discouraged.

Furthermore, no individual shall be employed in a department or unit at Minneapolis Community and Technical College under the supervision of an immediate family member who has or may have a direct effect on the individual's progress, performance, or welfare. This employment restriction applies to all classes of employment (faculty, staff, and administrators) and to all employment conditions (temporary, unlimited, seasonal, or emergency).

Part 2. Definitions

For the purpose of this policy, immediate family shall be defined as wife, husband, child, parent, grandparent, grandchild, brother, sister, daughter-in-law, son-in-law, brother-in-law, sister-in-law, guardian, ward, stepfather, stepmother, stepdaughter, stepson, or persons bearing the same relationships to the spouse. Cohabitants and significant others, while not included in the definition of "immediate family," are subject to the restrictions outlined in this policy.

Part 3. Exceptions

Any exception to this policy requires approval from the President of Minneapolis Community and Technical College.

Date of Adoption: 7/1/1999

Date of Implementation (if different from adoption date):

Date of Last Review: 7/1/1999

Date and Subject of Revisions: