

Lakeland Community College

POLICY TITLE:	NEPOTISM
POLICY NO:	3354:2-20-79
ORIGINALLY APPROVED DATE:	12/07/00
REVISED DATE:	01/22/26, 09/03/09
EFFECTIVE DATE:	01/22/26
NEXT REVIEW DATE:	01/2031
RELATED PROCEDURE:	N/A
RESPONSIBLE OFFICE(S):	HUMAN RESOURCES
APPROVED BY:	BOARD OF TRUSTEES

This policy applies to all employees.

A. Nepotism Policy

1. For those employees hired or promoted after April 1, 2003, the College does not allow employment of relatives in the same department or administrative unit.
2. For the purpose of this policy, relatives are defined as brother, sister, mother, father, wife, husband, son, daughter, brother-in-law, sister-in-law, mother-in-law, father-in-law, daughter-in-law, son-in-law, step-child, step-parent, aunt, uncle, first cousin, niece, nephew, grandparent, and grandchild.
3. If the hiring administrator or supervisor identifies a uniquely qualified candidate for a position, and the candidate is a relative as defined in (A) (2), or if special circumstances warrant, the administrator may submit a written recommendation for an exception to this policy to Human Resources for review and consideration, and if acceptable, approval by the President.