EMPLOYMENT OF RELATIVES

It is the policy of the State Board of Community Colleges that present and prospective employees shall be evaluated on the basis of individual merit, without respect to race, sex, religion, national origin, or any other factors not involving professional qualifications or performance. In accordance with the policy principle, the following restrictions are adopted, to avoid the possibility of favoritism based on family relationships, for all employees of colleges in the North Carolina Community College System:

a) The college shall not employ two (2) or more persons concurrently who are closely related by blood or marriage in positions which would result in one person of such family relationship supervising another closely related person or having a substantial influence over employment, salary or wages, or other management or personnel actions pertaining to the close relative.

b) "Closely related," as it applies to relatives having substantial influence over personnel actions is defined to mean mother, father, brother, sister, son, daughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandmother, grandfather, grandson, granddaughter, uncle, aunt, nephew, niece, husband, wife, stepparents, stepchild, stepbrother, stepsister, guardian or ward.

c) With respect to concurrent service of closely related persons within the same academic program or other comparable college subdivision of employment, neither relative shall be permitted, either individually or as a member of a committee, to participate in the evaluation of the other relative.

d) The college shall not employ on a full-time basis any individual who is closely related to a member of its Board of Trustees.

e) "Closely related," as it applies to relatives of Board of Trustees members, is defined to mean mother, father, brother, sister, son, daughter, father-in-law, mother-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, grandmother, grandfather, grandson, granddaughter, uncle, aunt, nephew, niece, husband, wife, stepparents, stepchild, stepbrother, stepsister, guardian or ward.

f) The provisions of this policy shall not apply to an individual employed prior to the appointment of a Board of Trustees member who is closely related by blood or marriage as defined in 5.27 (e).
a) The provisions of this policy shall be prospective only, with reference to appointments made after the adoption date of this policy.

LEGAL REFERENCE: G.S. 115D-5; 115D-20; NCAC 2C.0204
HISTORY NOTE: Effective May 24, 1977; Revised: April 26, 1979; October 12, 1988, October, 2001