

## 5.27 Employment of Relatives

**Last Revised:** November 2021

**Policy:** Piedmont Community College (PCC) adheres to the State Board of Community Colleges Code regarding hiring decisions to avoid the possibility of favoritism based on family relationships, for all employees of colleges in the North Carolina Community College System.

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### **Purpose/Definitions:**

#### **Purpose**

The purpose of this policy is to ensure that PCC evaluates potential employees on professional qualifications and experience rather than giving preferential treatment based on relationships to current or past employees at the College.

#### **Definitions**

**Closely related**—a parent, sibling, child, mother/father-in-law, daughter/son-in-law, sister/brother-in-law, grandparent, grandchildren, uncle, aunt, nephew, niece, spouse/partner, stepparents, stepchild, stepsiblings, guardian or ward.

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**Approval Authority/Monitoring Authority:** Piedmont Community College's Board of Trustees has approval authority for this policy. The Vice President, Administrative Services/CFO has monitoring authority for this policy.

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### **Procedure:**

#### **Section 1: General provisions**

- 1.1. The College shall not employ two (2) or more persons concurrently who are closely related 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.
- 1.2. 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.

- 1.3. The College shall not employ on a full-time basis any individual who is closely related to a member of its Board of Trustees.
- 1.4. 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 above.
- 1.5. The provisions of this policy shall be prospective only, with reference to appointments made after the adoption date of this policy.

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**Legal Citation:** [1C SBCCC 200.98](#)

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**History:** Effective May 24, 1977; Revised: April 26, 1979; October 12, 1988; October 2001; November 2021