



Rowan College of South Jersey

Policy: 7413
Title: **NEPOTISM**
Area: Human Resources
Approved: 07/01/19
Reaffirmed: 04/19/22

It is the intent of this policy to avoid any situation where there can arise the appearance of a conflict of interest.

The College will not employ two or more persons concurrently who are closely related or residing in the same household in positions which would result in one person of such a relationship supervising another closely related person or having a substantial influence over employment, salary or wages, evaluation, or other management or personnel actions pertaining to a close relative.

For the purpose of this policy, “closely related” is defined to mean spouse; domestic partner; mother; father; sister; brother; biological, adopted, or foster child; stepchild; legal ward; grandparent, grandchild; first cousin; aunt; uncle; niece; nephew; mother-in-law; father-in-law, sister-in-law; brother-in-law; daughter-in-law; son-in-law; grandparent-in-law; grandchild-in-law; or corresponding relatives of the employee’s domestic partner; other persons for whom the employee is legally responsible; and anyone who stood in loco parentis (acting in place of a parent and assuming the parent’s rights, duties, and responsibilities) to the employee as a child.

Closely related persons or individuals residing in the same household will not be permitted to serve on the same search committee. Employees will be excluded from searches that could consider the candidacy of a closely related person or individual residing in the same household.

No one will be released from present employment at the College solely because of a conflicting relationship, who has been regularly employed by the Board prior to the inception of the relationship, the adoption of this policy, or a Board of Trustee’s appointment.

References:

Rowan College of South Jersey Administrative Procedure, *7413 Nepotism*