

2.1.2

Issued: April 14, 1999
Revised: October 16, 2008

SUBJECT: NEPOTISM

Individuals who are related as spouse, as parent-child, or as sibling to a person employed at Brewton-Parker College may be employed provided such employment does not cause one relative to (a) have responsibility for the direct or indirect supervision of the other relative, or (b) have authority over the salary received or other terms and conditions of employment of the other relative. This prohibition does not apply for any person(s) who is a current employee of Brewton-Parker College and who was employed prior to August 1, 1998. Employment which violates either of these conditions must be specifically authorized by the President.

Specific Provisions for Academic Appointments:

Temporary, part-time, and Adjunct Instructor appointments are not subject to policy 2.1.2. Such temporary, part-time and Adjunct Instructor appointments must be approved by the Provost.

When the Provost deems that it is in the best interest of the College to authorize the employment of individuals, who are related to each other, to positions in an academic division, the Provost will recommend that the President authorize the employment of the individuals. It is specifically stipulated that neither of these employees will supervise nor evaluate each other nor have authority over salary or other terms and conditions of employment of each other. The Provost will directly supervise, evaluate and make recommendations relative to salary and other terms and conditions of employment of at least one of the related individuals.

Policies or practices which prohibit or limit the simultaneous employment of two members of the same family and which have an adverse impact upon one sex or the other have been deemed to be in violation of federal civil rights regulations. However, it is permissible under federal guidelines and in keeping with College policy to establish reasonable restrictions on an individual's capacity to function as a judge or advocate in specific situations (initial appointment, retention, promotion, salary, leaves of absence, etc.) involving a member of his or her immediate family. Division chairpersons and heads of other administrative units are cautioned to ensure that the provisions restricting supervision of relatives are not applied in any manner which would be discriminatory to members of either sex.

Contact for Interpretation: President

This policy statement supersedes all previous policy statements on this subject.