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GENERAL POLICY

It is the policy of River Parishes Community College to comply with the nepotism provisions of the Code of Governmental Ethics, Title 42, Revised Statutes, which require that no member of the immediate family of a governing authority or the chief executive of a governmental entity shall be employed by the governmental entity. Additionally, it is the policy of the College that no member of the immediate family of any administrator may be employed within that individual's administrative area, whether or not intervening levels of supervision are present between the administrator and the immediate family member.

APPLICABILITY

Under no circumstances will College employees be permitted to initiate or participate in institutional decisions involving direct benefit (initial appointment, retention, promotion, salary, leave of absence, etc.) to members of their immediate family. In the case of decisions involving faculty participation, such as recommendations for promotion, retention, tenure, etc., a faculty member of the immediate family about whom such a decision is being made shall recuse himself or herself from the decision making process.

In cases, in which an immediate family supervisor-employee relationship has developed in a manner not in violation of the Code of Ethics or of this policy, the supervisor will pass all responsibilities to his or her immediate supervisor for making decisions involving direct benefit to the employee member of his or her immediate family.

Violation may subject the offender, including the employee and his or her immediate supervisor, to both College disciplinary penalties and fines under the laws of the State of Louisiana.