

Purpose

It is the intention of the Board of Trustees of Southeastern Illinois College to promote an equitable and efficient system for the employment of individuals of the College free from favoritism and conflict of interest or the appearance of favoritism and conflict of interest. The Board of Trustees find that an anti-nepotism policy is necessary to attain the objectives and that adoption of such policy is in the best interests of the College. The College accepts applications for employment from relatives of current employees and Board members and will consider such applicants on the basis of their qualifications. No person shall be employed in a position which will result in the existence of a direct supervisor-subordinate relationship between relatives. Similarly, employees may not be assigned, transferred or promoted to a position if it will create supervisor-subordinate relationship between immediate family members.

Employees and Board members are required to disclose the existence or potential existence of a relative, if a hiring, promotion or transfer decision creates or will create a supervisor-subordinate relationship.

Definitions

"Employees" means all individuals who are in the employ of the college including substitutes and temporary workers at the time of the hiring of the applicant.

"Relative" means any individual, employee or Board member who is related to the applicant as a parent, brother, sister, child, grandparent, grandchild, aunt, uncle, first cousin, niece, nephew, parent-in-law, brother-in-law, sister-in-law, legal guardian, resident member of household, step-child or step-parent.

"Applicant" means any individual seeking regular full-time employment, transfer or promotion by the college.

"Board member" means any individual who is duly elected or an appointed member of the Board of Trustees at the time of the applicant's hire.

Any questions regarding the application of this policy should be directed to the President of the College or his/her designee.