Title: Nepotism
Effective Date: 07/08/2010
Last Revision Date: 09/27/2010
Cancellation: LTC HR1930.547
Office: Human Resources (HR)

Nepotism

SCOPE AND APPLICABILITY

It is the policy of Northshore Technical College (NTC) to seek the most qualified persons to fill its teaching, administrative, and staff positions.

In adherence to this policy members of the same family may not be appointed to faculty and staff positions in the same department.

In addition, no family member may have direct or indirect supervision over the progress, performance, pay, or welfare of another, and together they may not be involved with matters of financial controls and physical inventories of College properties.

DEFINITIONS

- Nepotism – Is favoritism, as in appointment to a job, based on kinship.

- Members of the same family – For the purpose of this policy, members of the same family include spouses, domestic partners, children, stepchildren, wards, grandchildren, parents, grandparents, siblings, in-laws, uncles, aunts, nieces, nephews, and cousins.

EXCEPTIONS

Under certain situations, the Regional Director/Appointing Authority authorizes the employment of persons from the same economic unit or the same immediate family, although a separate economic unit, when their individual qualifications are such that they represent the best possible choice for a given position, and the position was appropriately advertised. However, such employees may not be employed in a situation where one member may have direct administrative responsibility for the other.
Policy Reference: Louisiana Revised Statutes 42.119

LCTCS Policy # 6.009

Review Process:

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