

McLennan Community College

POLICIES AND PROCEDURES

Reference:	F-V-d, 5	Effective Date	03/31/2009
Subject:	Employment of Relatives: Nepotism		
Source:	Board of Trustees		
Approval Authority:	Board of Trustees	Approval Date	03/31/2009
History:	Previously effective 03/31/2009, replaced policy dated 02/28/2008		
Remarks:	Policy updated to new format.		

It is the policy of McLennan Community College that spouses and relatives of MCC employees except for those MCC employees who are considered to be “public officials” are eligible for employment at the College. No person will be employed on a regular full-time basis to work in a division or department under the direct supervision of a relative.

For the purpose of this policy (1) an adopted child is treated as a natural child of the adoptive parents (2) a person residing in the same house hold as the employee will be considered for reporting purposes in the same manner as a relative would be treated. For this policy the term “relative” is to include any person related to the supervisor within the third degree by consanguinity (blood relative) or within the second degree by affinity (blood relative of employee’s spouse). The prohibited degrees of relationship are defined in the following nepotism charts:

Nepotism Chart

These illustrations depict the relationships that violate this policy.

CONSANGUINITY Supervisor is prospective employee’s:
(Blood) Kinship

First Degree	Parent	Child		
Second Degree	Grandparent	Grandchild	Sister/Brother	
Third Degree	Great-Grandparent	Great-Grandchild	Aunt/Uncle	Niece/Nephew

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AFFINITY (Marriage) Kinship

Supervisor's spouse is the prospective employee.

OR

Supervisor's spouse is prospective employee's:

OR

Prospective employee's spouse is the supervisor's:

First Degree

Parent	Child
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Second Degree

Grandparent	Grandchild	Sister/Brother
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Note: The spouses of two persons related by blood are not by that fact related. The affinity chart supposes only one affinity relationship between the supervisor and prospective employee through either of their spouses.

This policy applies to all full-time employees, but excludes part-time and temporary employees.

This policy does not permit the employment by the College of relative of public officials which is prohibited by Texas Government Code, Chapter 573.