

Nepotism and Cronyism Policy

POLICY: Nepotism and Cronyism Policy		CUSTODIAN:	Special Projects
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REFERENCES: Conflict of Interest Policy, Complaint and Grievance Policy			

Part 1. Policy Background and Purpose.

The purpose of this policy is to avoid favoritism, the appearance of or potential for favoritism, and conflicts of interest and loyalty often associated with nepotism or cronyism.

Part 2. Definitions.

Cronyism is a practice among those with power or influence of favoring friends especially in the workplace by preferential treatment without proper regard to their qualifications.

Nepotism is a practice among those with power or influence of favoring relatives especially in the workplace by preferential treatment without proper regard to their qualifications.

Relatives, for the purposes of this policy, include: spouses, domestic partners, parents, children, siblings, in-laws, grandparents, grandchildren, aunts, uncles, cousins, step-relative, or any individual with whom an employee has a close personal relationship.

Part 3. Responsibility.

All employees, especially those in a supervisory capacity are required to adhere to the Nepotism and Cronyism Policy and avoid the real or perceived appearance of nepotism.

Part 4. Policy.

Subpart A. Prohibited Employment Relationships.

The hiring or employment of relatives is prohibited in the following situations:

- A. A supervisor/subordinate relationship would exist between a relative and an employee. If a direct supervisory relationship would be established, relatives of a currently employed worker cannot be considered as an applicant for the open position.

- B. The employment of a relative would create an actual conflict of interest or the appearance of a conflict of interest. For example, this policy bars the hiring or

employment of an employee's relatives in any position that has an auditing or control relationship to the employee's job.

Subpart B. Complaint or Grievance.

If a grievance or complaint is filed by an employee against a relative of a supervisor, the supervisor shall recuse themselves from any involvement in the proceedings. The matter shall then be investigated or handled by the next supervisor or director in the chain of command.

Subpart C. Marriage or Relationships between Employees.

Employees who marry or establish a close personal relationship can continue in their current positions as long as a prohibited employment relationship is not created. If one of the prohibited situations does occur, attempts will be made to find another position within WETCC to which one of the employees can transfer.

All practical efforts will be made to arrange such a transfer at the earliest possible time. If accommodations of this nature are not feasible, the employees will be given the option to determine which of them will resign within a reasonable time frame established by their Director and the President; if the employees do not comply with the decision within the reasonable time frame established, their Director and the President shall make the final determination.

Subpart D. Close Friendships.

In addition to relatives, supervisors are not allowed to show favoritism towards friends. If a friendship appears to cause problems in the form of favoritism, the department director has the right to enact the nepotism and cronyism policy and take action as outlined in this policy.

Subpart E. Covered Employment Classifications.

This policy applies to hiring and employment decisions affecting all job classifications, including regular, part-time, and temporary appointments. These restrictions also are applicable when assigning, transferring, or promoting an employee.

Subpart F. Final Decisions.

All decisions and personnel actions taken because of this policy must be reviewed and approved by the President or in the case where it directly involves the President, by the Council of Trustees (COT).

Decisions made by the President, or in the case of a situation involving the President, the COT, are final and not appealable.