



EMPLOYMENT OF RELATIVES

POLICY

The College shall follow the nepotism policy as set forth in the North Carolina Administrative Procedures Act. In addition, the College shall not employ immediate family members of the Board of Trustees. Family members employed prior to another family's member appointment to the Board are not subject to this Policy.

PROCEDURES

- Individuals who are related by blood, marriage, or reside in the same household are permitted to work in the same department, provided no direct reporting or supervisor to subordinate relationship exists. That is, no employee is permitted to work within "the chain of command" when one relative's work responsibilities, salary, hours, career progress, benefits, or other terms and conditions of employment could be influenced by the other relative.
- Employees who marry while employed, or become part of the same household are treated in accordance with these guidelines. That is, if in the opinion of BCC, a conflict arises as a result of the relationship, one of the employees may be transferred at the earliest practicable time.
- Related employees including Board of Trustees may have no influence or vote over the wages, hours, benefits, career progress and other terms and conditions of the other related employee.

Any exceptions to this policy must be approved by the President.

Approved by the Brunswick Community College Board of Trustees
May 16, 2013; October 19, 2017