

# Nepotism and Cronyism Policy

<b>Policy Number</b>	300.35	<b>Custodian</b>	Human Resources
<b>Approved Date</b>	7/10/2024		
<b>Effective Date</b>	7/10/2024	<b>Review Date</b>	10/2020
<b>References:</b> Corrective Actions Policy, Nepotism Policy, Complaints and Grievance Policy			

## 1. Purpose

To avoid favoritism, conflicts of interest and loyalty associated with nepotism or cronyism.

## 2. Persons Affected

- 2.1. Staff
- 2.2. Board of Trustees (BOT)
- 2.3. Employee Candidates

## 3. Policy

This policy is to ensure the following:

- 3.1. Employees and potential candidates are not disadvantaged or advantaged due to a personal or familial relationship.

## 4. Definitions

- 4.1. Cronyism. A practice among those with power or influence of favoring friends.
- 4.2. Nepotism. A practice among those with power or influence of favoring relatives.
- 4.3. Relatives. Spouses, domestic partners, parents, children, siblings, in-laws, grandparents, grandchildren, aunts, uncles, cousins, step relatives, or any individual with whom an employee has a personal relationship.

## 5. Procedures

### Prohibited Employment Relationships

- 5.1. The hiring or employment of relatives is prohibited in the following situations:
  - A supervisor or subordinate relationship exists between a relative and an employee.
  - The hiring or employment of an employee's relatives in any position that has an auditing or supervisory relationship to the employee's job.

### Complaint or Grievance

- 5.2. If a grievance or complaint is filed by an employee against a supervisor's relative, the supervisor shall recuse themselves from any involvement in the proceedings.

Marriage or Relationships between Employees

- 5.3. Employees who marry or establish a close personal relationship can continue in their current positions if a prohibited employment relationship is not created.
- 5.4. 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.
- 5.5. Efforts will be made to arrange such a transfer at the earliest possible time.
- 5.6. 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 supervisor and the president.
- 5.7. If the employees do not comply with the decision, their supervisor and the president shall make the final determination.

Close Friendships

- 5.8. In addition to relatives, supervisors are not allowed to show favoritism towards friends.
- 5.9. If a friendship appears to cause problems in the form of favoritism, the department director has the right to enact this policy.

Final Decisions

- 5.10. All decisions and personnel actions taken because of this policy must be reviewed and approved by the president or by the BOT.
- 5.11. Decisions made by the president, or the BOT are final and not appealable.

Covered Employment Classifications

- 5.12. This policy applies to hiring and employment decisions affecting all job classifications. These restrictions are applicable when assigning, transferring, or promoting an employee.

**Revision History**

Rev. Date	Rev. No.	Revision
7/10/2024	2.	Housekeeping; New Format; Custodian Change
10/20/2020	1.	Original