



BOARD POLICY

TITLE: NEPOTISM

BOARD POLICY # 7310 *(was 302.05)*

In accordance with ORS 659A.309, the College shall not refuse to hire as an employee, or discriminate in terms and conditions of employment (including promotions, transfers, etc.), with respect to any person on the basis that a member of the person's family works or has worked for the College. As a limited exception, the College may refuse to hire, promote, transfer, etc. if such action would place one of the family members in a position of being subject to supervisory, appointment or grievance adjustment authority in relation to the other.

For purposes of this policy, "member of a person's family" means a spouse, son, daughter, parent, brother, brother-in-law, sister, sister-in-law, son-in-law, daughter-in-law, parent-in-law, aunt, uncle, niece, nephew, stepparent or stepchild of an individual. For purposes of this administrative procedure, it also includes persons who reside with each other.

REFERENCES: ORS 244.175 to 244.179

RESPONSIBILITY:

The Director of Human Resources is responsible for implementing and updating this policy. Specific guidance for policy implementation may be found in the associated Administrative Procedure(s).

NEXT REVIEW DATE: 2026-2027

DATE OF ADOPTION: 4/14/2021

DATE(S) OF REVISION:

DATE(S) OF PRIOR REVIEW: