



# MORTON COLLEGE BOARD POLICY

Illinois Community College District No. 527

**TITLE:** Anti-Nepotism

**NO.** 8.1.1

**SECTION:** Institutional

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It is the policy of Morton College not to discriminate in its employment and personnel actions with respect to its employees and applicants on the basis of marital and/or familial status.

Notwithstanding this policy, Morton College retains the right to refuse to appoint/hire a person to a position in the same department or division wherein his/her relationship to another employee may: (a) adversely impact the hiring, supervision, evaluation, promotion/career progression, discipline, assignment of work, scheduling, safety, security and/or morale of Morton College's employees, and/or (b) adversely impact the management of a department or division, and/or (c) involve a potential conflict of interest, and/or (d) involve the appearance of a potential conflict of interest. Familial relationships in the workplace may create situations where Morton College's professional objectivity, efficiency, and/or reputation is compromised, or may otherwise jeopardize a professional work climate.

Further, the employment of relatives in a single department or division can cause various difficulties, including charges of favoritism, conflicts of interest, family discord and scheduling problems that work to the disadvantage of both Morton College and its employees.

Effective this 23rd day of September 2009:

1. Except as otherwise provided herein, no person shall be employed in a department where an Immediate Family Member is also employed.
2. Further, except as otherwise provided herein, no person shall be employed in or promoted or transferred to a department where he/she would be the immediate supervisor of or receive direct supervision from an Immediate Family Member.
3. No employee shall initiate, participate in, or influence in any way, any type of employment decision involving an Immediate Family Member.
4. Notwithstanding anything contained herein, any existing employees who are Immediate Family Members and work in the same department as of the effective date of this Policy may continue to work in the same department but shall not initiate, participate in, or influence in any way, any type of employment decision involving an Immediate Family Member. Morton College will collaborate with said related employees to minimize any work-related problems that may arise due to their familial relationship.
5. Notwithstanding anything contained herein, any existing employee who becomes an Immediate Family Member of another existing Employee while both are employed by Morton College and subsequent to the effective date of this policy may continue employment as long as it does not adversely impact hiring, supervision, evaluation,

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**DATE APPROVED BY BOARD OF TRUSTEES:** December 15, 2010; February 27, 2019

**DATES REVISED:**

**REVIEWED DATES:** January 23, 2019



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promotion/career progression, discipline, assignment of work, scheduling, safety, security and/or morale of Morton College's employees, and/or (b) adversely impact the management of a department or division, and/or (c) involve a potential conflict of interest, and/or (d) involve the appearance of a potential conflict of interest. If one of the conditions outlined above should occur, attempts will be made to: (a) assign job duties so as to minimize the aforementioned problems; and/or (b) find a suitable position within Morton College to which one of the related employees could transfer. If accommodations of this nature are not feasible, the related employees will be permitted to determine which of them will resign. If the employees cannot make a decision, Morton College will decide, in its sole discretion, who will remain employed.

This policy also extends to all persons who do work for or provide services to Morton College as an Independent Contractor or as an employee of a separate entity.

Definitions:

1. For the purpose of this policy, "Immediate Family Member" includes: (a) spouse, (b) parent, (c) child, (d) sibling, (e) aunt, (f) uncle, (g) niece, (h) nephew, (i) grandparent, (j) grandchild, (k) members of the household, (l) "dependents" as defined by the Internal Revenue Code, (m) "in-law" versions of the above-mentioned relations, and (n) "step" versions of the above-mentioned relations.
2. For the purposes of this policy, "employee" includes all employees regardless of their status as represented, unrepresented, full-time, part-time, temporary, tenured, non-tenured, adjunct, seasonal, and/or student.
3. For purposes of this policy, "supervisor" means any employee, regardless of job description or title, having the authority to hire, direct, transfer, suspend, layoff, recall, promote, discharge, evaluate, assign, reward, or discipline an employee or having the authority to recommend/influence any type of employment action.

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