3.3.2 Nepotism

Specific approval from the KCTCS President or Vice President primarily responsible for Human Resources, as appropriate, is required before employees related by blood or marriage work in the same department or division.

In most cases in which employees are related by blood or marriage, neither shall have supervisory or line authority over the other.

Under KCTCS policy, persons related by blood or marriage include parents and children, husbands and wives, brothers and sisters, brothers-and sisters-in-law, mothers- and fathers-in-law, sons- and daughters-in law, uncles, aunts, nieces, nephews, and step-relatives in the same relationships. Applicants and employees shall be required to disclose the above blood or marriage relationships with other employees at the same college on the KCTCS nepotism disclosure form. Disclosure of this information is the responsibility of applicants. In addition, disclosure of this information is the responsibility of employees in the event of a marriage or another pertinent change in family relationships. Failure to disclose relationships is grounds for possible discipline or dismissal, or for removal from consideration in the employment selection process.

If employees are currently employed as a supervisor or direct line subordinate of a relative by blood or marriage and have been so employed since prior to January 16, 1997, they may continue to work provided they comply with any relationship disclosure requests. The above-mentioned employees shall be ineligible for promotions which would establish or continue apparent violation of this nepotism policy (excluding faculty promotions in rank).

In addition, provisions regarding nepotism shall be adhered to in accordance with other KCTCS policies and human resources procedures related to nepotism and employment selection.