3354:1-40-02 Employment of relatives policy.

(A) The College may hire and retain employees who are relatives of other employees. However, an individual may not be assigned or accept employment in a position in which supervisory authority or responsibility directly affecting that position is provided by a relative of the individual.

(B) Should a relative relationship that violates section (A) of this policy arise after employment has begun, that situation must be promptly remedied.

(C) An employee will neither initiate nor participate in decisions involving a direct benefit to relatives including without limitation decisions about initial employment, termination, evaluation, promotion, compensation, benefits, and leaves of absence.

(D) For the purposes of this policy, "relative" includes anyone related to an employee as a spouse, parent, grandparent, grandchild, child, brother, sister, uncle, aunt, first cousin, nephew, niece, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, half-brother, half-sister, legal guardian or anyone who resides at the same address as an employee.

(E) The President or the President’s designee is hereby directed to take all steps necessary and appropriate for the effective implementation of this policy.

Effective date: December 15, 2005