



Title of Policy: Nepotism Policy

Applies to (check all that apply):

Faculty _____ Staff _____ Students _____
Division/Department _____ College X _____

Topic/Issue:

Relatives of current employees are considered for employment on the basis of their qualifications. However, where the hiring or employment of an employee's relative would result in a prohibited employment relationship or a conflict of interest, Baltimore City Community College (BCCC) does not consider such applications for employment.

Background to Issue/Rationale for Policy :

Baltimore City Community College retains the right to refuse to appoint a person to a position in the same department, division or facility, wherein his/her relationship to another employee has the potential for creating an adverse effect on supervision, safety, security or morale, or involves a potential conflict of interest.

State/Federal Regulatory Requirements (cite if applicable):

State Personnel and Pensions, title 2, section 307.
http://mlis.state.md.us/asp/web_statutes.asp

Memorandum of Understanding (MOU) between Baltimore City Community College and AFSCME Council 92/AFSME Local 1870 Article 14. Section 1, Section 2 and Section 3.

Baltimore City Community College Non-Discrimination Policy

The Governor's Executive Order – 01.01.2007.09, Code of Fair Employment Practices

Policy Language:

It is the policy of Baltimore City Community College to prohibit employees from hiring, managing, supervising, setting conditions of employment, promising, evaluating, or participating in any other activity that would affect the employment status of a relative.

Implementation Date: October 1, 2007

Originator/Division: Human Resources

Approved by the Board of Trustees: September 19, 2007