



Approved By: Cabinet
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Category: Human Resources/Affirmative Action
Contact: Assistant Vice President for Human Resources
(585) 245-5616

Affirmative Action - Nepotism Policy

DEFINITION

For the purpose of maintaining a policy regarding nepotism, a family member is defined as any domestic partner, relative, or relative in-law of an employee regardless of residence or any persons with whom an employee has been making his or her home.

POLICY

The College prohibits family members from participating in employment decisions regarding each other.

PROCEDURE

I. General Procedure

On the occasion when an employee is in a supervisory position to another employee (or to a person seeking employment) and that person meets the definition of "family member," any employment decisions must be delegated to someone else or to a committee.

II. Employment Decisions

Employment decisions are personnel actions which include, but are not limited to hiring, discipline, performance, evaluation, promotion, tenure, demotion, transfer, discharge from employment, layoff, conditions of work, rates of pay, or similar financial decision and selection for training, and terms, conditions, or privileges of employment.