

## **6Hx19-2.41 NEPOTISM**

The purpose of this Board Rule is to establish Board policy concerning nepotism.

It is the policy of the District Board of Trustees of Pasco-Hernando State College (Board) that no favoritism shall be shown in the personnel processes at the College because of familial relationships.

For purposes of this Rule, "Relative" is defined as a spouse or the immediate family of that spouse or the immediate family of an employee or member of the Board of Trustees.

The term "immediate family" is defined as a mother, father, sister, brother or child whether related by blood or by law. As to children, it applies to natural children as well as adopted or foster children.

No employee shall serve as a member of a screening committee for a full time position or conduct interviews of part-time or temporary employees, where a relative of that employee is or expects to be an applicant for the position. Further, no employee of the College shall recommend, to the President, the hiring, promotion or any other personnel action of or relating to a relative. It is incumbent upon all employees to notify the person overseeing the screening committee immediately upon becoming aware of the application of a relative and to disqualify him/her from further actions relating to that screening process.

No employee shall directly supervise nor have evaluation responsibilities, either primary or secondary, for a relative.

No relative of a member of the Board shall be employed by the College during that members' service on the Board, however, in the event of appointment to the Board subsequent to the employment of the relative, the employee shall not be required to resign from the College but disclosure of the relationship shall be made by the member and the employee to the President. Such disclosures shall be maintained by the President with the official records of the Board.

All applicants for employment at the College shall disclose, on the application for employment, all relatives then employed full time at the College. No person will be hired or promoted into a position that creates a violation of this Rule.

Nothing in this Rule shall be deemed to disqualify an otherwise qualified applicant from employment at the College solely based on being a relative of a current employee.

Rule Adopted: 9/16/74; 10/21/74; 8/25/75; 11/19/79; 5/19/86; 11/16/87;  
10/21/97; 1/20/09

Effective Date: 9/16/74; 10/21/74; 10/7/75; 11/19/79; 5/19/86; 11/16/87;  
10/21/97; 1/20/09

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**Reviewed:  
President's Administrative Leadership Team – Non-Substantive/Editorial: 6/11/18**

Legal Authority:

General Authority: Florida Statutes: 1001.64; 1001.65; 112

Other References:

Law Implemented: Florida Statutes: 1001.64(1)(2)(4)(18)(43)(44);  
1001.65(1)(3)(16)(24); 112.3135

Proposer: Timothy L. Beard, President