

3357:13-16-07: Nepotism

- (A) Ohio ethics laws generally prohibit a public official or employee from using his or her position to benefit family members. This includes, but is not limited to, decisions related to hiring, salary, raises, promotions, performance evaluations, discipline or other matters that affect the family member's continued employment.
- (B) To ensure that hiring, transfers, promotions, disciplinary action, supervision, and all other aspects of the College's day-to-day operations are conducted in a manner that helps prevent partiality, preferential treatment, improper influence, or conflict of interest or the appearance thereof:
- (1) No employee shall authorize, or use his/her influence to hire or cause to be hired, transfer, effect promotion for, or give preferential treatment to, any family member to serve in any position at the College. Family members are defined as:
 - (a) grandparents;
 - (b) parents;
 - (c) spouse;
 - (d) children of any age, whether dependent or not;
 - (e) grandchildren;
 - (f) siblings; or
 - (g) any person related by blood or marriage (aunts, uncles, nieces, nephews, cousins, in-laws) or residing in the same household.
 - (2) An employee is prohibited from using his or her position in a hiring decision where a family member is a candidate. This does not mean the family member cannot be employed by the College; however, the employee cannot participate, in any way, in the hiring process, including reviewing resumes, interviewing the family member or competing candidates, or taking any other action.
- (C) No person who is related to a current College employee shall be hired into/work in a direct supervisor/subordinate relationship with the current employee.

Effective: March 15, 2006

Next Review: February 1, 2029

Review Dates: 03/15/06, 10/22/14, 02/19/24