

# A. W. BEATTIE CAREER CENTER

SECTION: OPERATIONS

TITLE: NEPOTISM

ADOPTED: May 22, 2003

REVISED: April 25, 2013

APPROVED: May 23, 2013

819. NEPOTISM	
1. Purpose	This policy is established to avoid favoritism and to ensure that the hiring and appointing of personnel is motivated by the merit or ability of the applicants rather than by reasons of their familial relationship with Administration and Joint Operating Committee (JOC) members.
2. Scope	This policy applies to all full and part-time positions.
3. Philosophy	It is the desire of A. W. Beattie Career Center and the Joint Operating Center is to avoid impropriety in hiring personnel.
4. Definition of "Relative"	For purposes of this policy, a "relative" is defined as a husband, wife, father, mother, brother, sister, son, daughter, aunt, uncle, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law or daughter-in-law.
5. Disclosure	At time of application, A. W. Beattie Career Center requires full disclosure of any relationships as defined above to the Executive Director and the Joint Operating Committee.
6. Restrictions	It is <i>the policy of A. W. Beattie Career Center</i> that relatives of the members of the Joint Operating Committee and Administration <i>will</i> not be hired for positions within A. W. Beattie Career Center. <i>However</i> , in the event of an exceptional candidate, the provisions of this policy may be waived by the JOC upon a recommendation of three or more disinterested members of the Personnel Committee, and so long as neither family member is immediately responsible for the supervision, direction, evaluation or salary recommendation of the others.
7. Exclusions	This policy does not apply to any employees already in place on the effective date of its adoption. Such existing employees may continue their service regardless of their familial relationships to members of the Joint Operating Committee or Administrative staff.
8. Employees Who are Related to Each Other	Whereas this policy does not specifically prohibit the hiring of employees who may be related to each other, it does prohibit employees who are related from being employed within the same department or classroom, unless the Joint Operating Committee grants permission under Section 6, Restrictions Clause.  No portion of this policy shall be construed to violate any laws of the Commonwealth or Federal government or the collective bargaining agreements, between A. W. Beattie Career Center Joint Operating Committee and the school's employees.