

Title: Nepotism	Number: 6.3	Page 1 of 1
	Related Procedure? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
Legal Citation (if Applicable) CRS §18-8-308	Board Approval/Revision: 18 June 2014	

Nepotism

Colorado Mountain College has established guidelines concerning the employment of family members or anyone who may have a relationship that would be considered a conflict of personal and/or professional interest within the College. Employment decisions are based on individual merit, and the College will consider employment of these individuals in the same or different departments. Individuals may not supervise or participate in employment decisions, nominations or evaluation regarding family members or anyone who may have a relationship that would be considered a conflict of personal or professional interest with the College.

A family member, for purposes of this policy, will be defined as:

- a) Spouse;
- b) Child, including step, half or adopted;
- c) Grandchild, including step, half or adopted;
- d) Brother, including in -laws, step, half or adopted;
- e) Sister, including in-laws, step, half or adopted;
- f) Parent, step-parent or in-laws;
- g) Any other relative residing in the same household as the employee; or
- h) Domestic partners with a Civil Union certificate (or equivalent) on file with Human Resources.

The College additionally defines other individuals who have a relationship that would be considered a conflict of personal or professional interest shall be defined as, but not limited to:

- a) Significant other;
- b) Individuals who are cohabitating including roommates;
- c) Individuals who are dating;
- d) Individuals who are involved in a personal relationship; or
- e) Individuals who are involved in a business relationship that might be construed as being a conflict of interest.

This policy applies to all employees and to current employees who have changes in relationships (marrying another employee, for example), or changes in work assignments.