

## West Virginia Northern Community College

### NC-2032 Nepotism Rule

Rule Number: NC-2032

Effective Date: May 2, 2023

Date Approved by WVNCC Board of Governors: April 27, 2023

Date Approved by the WVCTCS: April 28, 2023

Administrative Procedures: Nepotism

#### **Purpose:**

The purpose of this rule is to provide guidelines related to the hiring, supervision and instruction of individuals whose familiar relationship with existing employees may create an actual or apparent conflict of interest.

#### **Rule:**

The College will develop procedures to define nepotism and its applicability for all students, faculty, staff, including temporary employees, contractual employees, student employees and adjunct faculty. Nepotism is favoritism or the appearance of favoritism in the workplace or educational environment based on kinship, which ordinarily consists of making employment, educational or other decisions based on a family or personal relationship.