

Nepotism Policy

DEFINITIONS

Family Member: Any domestic partner, relative, or relative in-law of an employee, regardless of residence, or any persons with whom an employee has been making his or her home.

Employment Decisions: Personnel actions which include, but are not limited to hiring, discipline, performance, evaluation, promotion, tenure, demotion, transfer, discharge from employment, layoff, conditions of work, rates of pay, and/or any similar financial decision. Employment decisions also include selection for training, as well as terms, conditions, or privileges of employment.

POLICY

The College prohibits family members from participating in employment decisions regarding each other.

PROCEDURE

Farmingdale State College employees may not participate in any employment decisions regarding a family member. Farmingdale State College employees may not supervise family members. In the event a Farmingdale State College employee is in a position of making an employment decision for a family member, they must formally delegate this authority to another Farmingdale State College employee (non-family member) or campus committee.
