Nepotism

**Family Having Supervisory or Managerial Authority**.  No person may be hired or appointed to a position over which a member of that employee’s immediate family exercises or may exercise direct or indirect Supervisory or Managerial Authority. No person may be hired or appointed to a position in which he or she may have direct or indirect Supervisory or Managerial Authority over a member of that person’s Immediate Family.

* 1. Immediate Family is defined as: spouse, son, daughter, parents, stepchild, stepparent, brother, sister, stepbrother, stepsister, half-brother, half-sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, grandchild, grandparent and grandparent-in-law.

* 1. Supervisory or Managerial Authority is defined as: Authority to affect an employee’s compensation or work environment, duties, policies or procedures whether directly or indirectly and whether extending through one or more organizational levels of supervision or management including the Board of Regents of the University but not including non-governing boards such as the Alumni Board or similar boards or committees.

* 1. This policy applies to regular, limited term, temporary employment and employment through outside employment services. This policy applies to all employee groups including, but not limited to: faculty, administrative, professional, university staff and student work-study. This policy further applies to members of the Board of Regents but not to ex-officio members or others who obtain membership automatically (without a vote of the Board of Regents pursuant to the polity of the International Pentecostal Holiness Church or the related Bylaws of the University).

**~~Policy -~~ Family Not Having Supervisory or Managerial Authority**.  Southwestern Christian University hereafter *strongly discourages* hiring of immediate family members of current employees or of members of governing boards even where such employment is not specifically prohibited above. Moreover, the University reserves the right to refuse to hire or appoint any person to any position where a member of the employee’s immediate family is a current employee or member of a governing board of the University and where, in the sole discretion and opinion of the University, such relationship has: the potential for creating an adverse impact upon supervision, safety, security or morale; involves a potential or perceived conflict of interest; or creates the appearance of favoritism. The President shall have the authority to refuse to hire or appoint under this provision and, whether acting on its own or at the request of the President, the Executive Committee of the Board of Regents shall have the final authority to determine whether a potential for adverse impact, conflict of interest or appearance of favoritism exists or does not exist.

**Exceptions**.The Executive Committee of the Board of Regents of Southwestern Christian University may, upon application of the President or upon its own action, grant an exception from application of this policy. Such exceptions are disfavored and will be limited to circumstances where it is demonstrated that the hiring or retention of an Immediate Family member of a current employee or of a member of a governing board is essential due to exceptional circumstances such as: the demonstrated unique qualifications of the applicant; the unusual urgency of filling the position; and/or the proven inability to find another suitable applicant within a reasonable time after demonstrated search efforts have been unsuccessful. Such exceptions, if granted, will not be deemed a waiver of this policy and may not be relied upon as precedent for future hiring or retention.

|  |
| --- |
| *Drafted on:* |
| *Policy Revised:* |