



Nepotism

Riverland Policy #4.10

PURPOSE:

To provide information on and implement Board Policy 4.10, Nepotism. Employees of the colleges and universities of Minnesota State shall not participate in the selection, hiring, supervision, or performance review of, or decisions regarding compensation or staff complement for, any person who is a member of the employee's family or household and is an applicant for employment with, or employed by, Minnesota State, except as permitted under procedures adopted by the chancellor.

APPLICABILITY:

This procedure allows members of the same family or household to be employed by Riverland Community College without placing them in a real or apparent conflict of interest under Minnesota Statutes §43A.38, the Code of Ethics for Employees in the Executive Branch.

The College adopts Minnesota State Board Policy 4.10 Nepotism.

SCOPE: All employees of Minnesota State Colleges and Universities, including student employees and work study employees, except as provided in this procedure 4.10.

DEFINITIONS:

For purposes of this procedure, "family or household member" means the employee's spouse, child or stepchild, ward of the employee or employee's spouse, parent of the employee or employee's spouse, brother or sister of the employee or employee's spouse, grandparent or grandchild of the employee or employee's spouse, nephew or niece of the employee or employee's spouse, brother-in-law or sister-in-law of the employee or employee's spouse, or other members of the employee's household whether or not related by blood or marriage.

DOES THIS POLICY HAVE A PROCEDURE? Yes

The supervisor or manager involved in a relationship covered by this procedure shall notify the chief human resources officer when a change occurs affecting application of this procedure. This includes employees in a supervisor and subordinate relationship who become family or household members, or the development of a supervisor and subordinate relationship between family or household members after employment.

LIST RELATED POLICIES, PROCEDURES OR FORMS:

[Minnesota State Board Policy 4.10 Nepotism](#)
[Minnesota State System Procedure 4.10.1 Nepotism](#)

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Responsible Division / Author: Human Resources / Chief Human Resource Officer

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