

Dixie Technical College Employment of Relatives (“Nepotism”) Policy

Effective Date: May 2018

Board Approval: May 2018

1. Purpose

To outline the College’s policy toward employment of relatives and to minimize the negative impact on productivity and job satisfaction created by nepotism or the perception of nepotism and to strengthen public confidence in the integrity of the College.

2. Definitions

2.1. Relative: For the purpose of this policy, a relative is defined as father, mother, husband, wife, grandparent, son, daughter, sister, brother, uncle, aunt, nephew, niece, first cousin, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandchild, and step or foster relative

3. Policy

3.1 No person holding any position, the compensation for which is paid out of College funds, is to employ, appoint, or vote for the appointment of a relative or any person for whom he or she is liable for furnishing financial support; and no employee shall supervise a relative as defined above at any level of supervision within the employee's job responsibility and/or administration.

3.2 Dixie Technical College complies with applicable Utah State Statutes (Utah Code Annotated §52-3-1 to 4, as amended, *Prohibiting Employment of Relatives*) regarding nepotism in state employment.