



Policy No. 6.017
Northwest Louisiana Technical College

Nepotism

Original Adoption: February 10, 2008
Effective Date: February 10, 2008
Last Revision: June 12, 2014

It is the policy of Northwest Louisiana Technical College (NWLTC) to seek the most qualified persons to fill its teaching, administrative, and staff positions. In adherence to this policy members of the same family may not be appointed to faculty and staff positions in the same department. In addition, no family member may have direct or indirect supervision over the progress, performance, pay, or welfare of another, and together they may not be involved with matters of financial controls and physical inventories of College properties.

Scope and Applicability

It is the policy of Northwest Louisiana Technical College (NWLTC) to seek the most qualified persons to fill its teaching, administrative, and staff positions.

In adherence to this policy members of the same family may not be appointed to faculty and staff positions in the same department.

In addition, no family member may have direct or indirect supervision over the progress, performance, pay, or welfare of another, and together they may not be involved with matters of financial controls and physical inventories of College properties.

Definitions

Nepotism – Is favoritism, as in appointment to a job, based on kinship.

Members of the same family -For the purpose of this policy, members of the same family include spouses, domestic partners, children, stepchildren, wards, grandchildren, parents, grandparents, siblings, in-laws, uncles, aunts, nieces, nephews, and cousins.

Exceptions

Under certain situations, the Appointing Authority and/or Director authorizes the employment of persons from the same economic unit or the same immediate family, although a separate economic

unit, when their individual qualifications are such that they represent the best possible choice for a given position, and the position was appropriately advertised. However, such employees may not be employed in a situation where one member may have direct administrative responsibility for the other.

Policy Reference: Louisiana Technical College Procedure No. HR1930.547
Louisiana Revised Statutes 42:1119 Acts 1979, No. 443, §1, eff. April 1, 1980;
Amended by Acts 1982, No. 640, §1; Acts 1992, No. 598, §1; Acts 1995, No. 196,
§1, eff. June 14, 1995; Acts 1997, No. 329, §1; Acts 1997, No. 342, §1, eff. June
20, 1997; Acts 1999, No. 1349, §2, eff. July 12, 1999.

Approved:



Dianne Clark
Interim Director