



Ohio Administrative Code

Rule 3358:5-3-19 Nepotism.

Effective: March 18, 2015

(A) The college shall not prohibit employment of relatives in the same department, division or administrative unit provided that neither relative participates in making recommendations or decisions specifically affecting the appointment, retention, evaluation, work assignment, promotion, demotion, or compensation of the other relative.

(B) For the purposes of this policy, relatives are defined as brother, sister, mother, father, wife, husband, son, daughter, brother-in-law, sister-in-law, mother-in-law, father-in-law, stepchildren, stepparent, grandparent, step-grandparent, grandchildren, step-grandchildren.

(C) If individuals are in violation of the nepotism policy, the following must be conducted by the cognizant administrator/supervisor:

(1) First priority is to effect a transfer of one of the related individuals if possible.

(2) Second priority is to transfer total supervisory responsibility for that individual from the immediate supervisor to the second-level supervisor. Total responsibility refers to participation in making recommendations or decisions specifically affecting the appointment, retention, evaluation, work assignment, promotion, demotion, or compensation of employees.
