

POLICY

It is the policy of Ocean County College to avoid the hiring of relatives of employees and members of the Board of Trustees. Employees will not be promoted or transferred into a position in the supervisory chain of command of a relative. Additionally, employees will not be promoted or transferred into the same department where a relative is already employed.

For the purposes of this policy, a relative is defined to include spouses, parents, children, brothers, sisters, brothers-in-law, sisters-in-law, father-in-law, mother-in-law, stepparents, stepbrothers, stepsisters, and stepchildren, aunts, uncles, nieces, and nephews. This policy also applies to domestic partners and civil unions.

Exceptions to this policy may be recommended by a Vice President and need the final approval of the President.

Employees hired prior to April 25, 2011 will be grandfathered, but any subsequent personnel moves will be governed by this policy.

ADOPTED: January 28, 1985
Revised: April 22, 1996
Revised: April 25, 2011