

Northern Marianas College
Board of Regents Policy

SUBJECT:	Personnel	EFFECTIVE:	September 26, 2013
SECTION:	5008	POLICY NAME:	NEPOTISM
ACCJC Standard/Policy:	III.A		
<p>Nepotism is defined as favoritism shown to relatives or close friends by those with power or influence, and will not be tolerated at Northern Marianas College. Similarly, the College will not tolerate discrimination against an employee or applicant for employment, with respect to working conditions, work place assignment, or other privileges of employment, merely because a domestic partner, spouse, parent, child or sibling (each a “Relative”) of the applicant is also an employee. It is not discrimination however to prohibit employment of the Relative of a person who has the power to hire or fire, or make evaluations of performance, with respect to the person involved.</p> <p>Employment in a department or institution headed or supervised by an applicant’s or candidate’s Relative is permitted only if the Relative does not have the power to hire or fire or make evaluations of performance of the candidate selected to fill the position. No Relative of an applicant being interviewed shall serve on the applicable recruiting panel.</p> <p>The President, in accordance with the College’s participatory governance process shall adopt internal management procedures for ensuring compliance with this Policy. These procedures are statements concerning internal management of the College and as such shall not be considered “rules” as defined in the Administrative Procedures Act at 1 CMC §9101 (m).</p>			
HISTORY:	Supersedes 2011 BOR Policy Part V.B.		