



Ohio Administrative Code

Rule 3358:5-3-19 Nepotism.

Effective: June 13, 2025

The purpose of this policy is to establish a consistent process regarding employment decisions for members of the same family, and to ensure compliance with Ohio's ethics laws regarding nepotism.

(A) The college does not prohibit employment or promotion of an employee's family member; employment decisions for all employees are based on qualifications for the position.

(B) No college employee may use their position or influence to hire, promote or give preferential treatment to any family member. Internal and external applicants are required to self-disclose, at the time of application, if they are related to a current employee of the college. No college employee may supervise or be in the supervisory line of a family member.

(C) 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.

(D) If a situation arises that would or could result in a conflict with this policy, the supervisor must consult with human resources.

(E) This policy applies to all employees of the college.
