1.5 – Policy on Employment of Members of the Same Family (Nepotism)

**Purpose**

Through this policy Wesley College (“Wesley” or the “College”) seeks to establish a policy Employment of Members of the Same Family (Nepotism).

**Applicability**

This Policy applies to all Wesley College staff.

**Policy Statement**

Members of the same family may be eligible for employment at Wesley College, however, a supervisor-subordinate relationship shall not exist between family members nor shall one member of a family assume for the other the role of advocate or judge with respect to conditions of employment or promotion. For purposes of this policy, “Family member” is defined as:

1. The employee’s spouse, children or step-children;
2. A parent of the employee or the employee’s spouse;
3. A brother or sister of the employee or the employee’s spouse;
4. Grandparents or grandchildren of employee or the employee’s spouse;
5. Aunts and uncles of the employee or the employee’s spouse;
6. Nephews and nieces of the employee or the employee’s spouse;
7. Sons-in-law and daughters-in-law of the employee or the employee’s spouse.

“Supervisor/subordinate” relationship is defined as a relationship in which one family member reports to another family member, or one family member otherwise participates directly in making personnel decisions regarding another family member.

If a supervisor/subordinate relationship between family members develops during employment, the family members must notify the institution’s Human Resources Director immediately. The College will take action to ensure that the supervisor/subordinate relationship ends; such action may include transfer, reassignment or removal of one or more family members.