



## POLICY

Title: NEPOTISM	Code: C0503-1
Authority: Wis. Stats., § 38.04 (14); Wisconsin Administrative Code, TCS 6.06; Board Minutes, 1/12/66; 5/23/95; 12/14/99; 4/28/09	Original Adoption: 1/12/66 Revised/Reviewed: 4/28/09 Effective: 4/29/09

MATC does not discriminate against qualified individuals in employment on the basis of marital status. This policy of nondiscrimination also extends to the employment of family or household members of employees.

For purposes of this policy, “family or household member” means the employee’s spouse, child or stepchild, ward of the employee or employee’s spouse, parent of the employee or employee’s spouse brother or sister of the employee or employee’s spouse, grandparent or grandchild of the employee or employee’s spouse, nephew or niece of the employee or employee’s spouse, brother-in-law or sister-in-law of the employee or employee’s spouse, or other members of the employee’s household whether they are related by blood or marriage.

MATC will use sound judgment in the placement of related employees, as described above, in accordance with the following guidelines:

1. Members of the same family or household can be employed at MATC provided no direct reporting or supervisor to subordinate relationship exists. No employee is permitted to work in the chain of command when one family or household member’s work responsibilities, pay, career progress, benefits or other terms and conditions of employment could be influenced by the other family or household member.
2. Members of the same family or household may have no influence over the wages, hours, benefits, career progress and other terms and conditions of employment of the other related staff members.
3. Employees who marry while employed, or become part of the same household are treated in accordance with these guidelines. The supervisor or manager involved in a relationship covered by this policy shall notify the Associate Vice President of Human Resources when a change occurs affecting the application of this policy. This includes employees in a supervisor and subordinate relationship who become family or household members, or the development of a supervisor and subordinate relationship between family or household members after employment. If such conflict arises as a result of the relationship, MATC reserves its discretion to transfer one of the employees at the earliest practicable time consistent with provisions of any applicable collective bargaining agreement.



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4. No employee shall use his or her position to benefit any family or household member such that a violation of District Board Policy C0700, District Employee Code of Ethics, results.