

# Chapter 132F-113 WAC

## NEPOTISM POLICY

### WAC

132F-113-010	Nepotism policy.
132F-113-020	Definitions.
132F-113-030	Inclusive limits of the policy.
132F-113-040	Basic nepotism policy.

increase or decrease of a member of the individual's family or of a person with whom there is substantial economic interest.

[Order 15, § 132F-113-040, filed 4/24/74; Order 4, § 132F-113-040, filed 11/13/72.]

**WAC 132F-113-010 Nepotism policy.** WAC 132F-112-010 through 132F-112-040 shall be known as the Community College VI nepotism policy.

[Order 15, § 132F-113-010, filed 4/24/74; Order 4, § 132F-113-010, filed 11/13/72.]

**WAC 132F-113-020 Definitions.** (1) Major organizational component: The following are considered major organizational components of the Seattle Community College District.

- (a) North Seattle Community College
- (b) Seattle Central Community College
- (c) South Seattle Community College

(d) Seattle Community College District office, including the president's office, employee relations, office for curriculum services, business services, facilities management and planning, and systems and computing services.

(2) Employee: Any individual who receives payment for services rendered to the Seattle Community College District is considered an employee of the district, except for outside vendors and contractors.

(3) Relatives: A family relationship is considered to exist between an employee *and*: Spouse, mother, father, child (including foster and adopted children), siblings, grandparents, cousins, uncles, aunts, nephews, nieces, and in-laws.

[Order 15, § 132F-113-020, filed 4/24/74; Order 4, § 132F-113-020, filed 11/13/72.]

**WAC 132F-113-030 Inclusive limits of the policy.** This policy is intended to provide guidelines for the employment of all individuals by the district, except as modified by policies of the state board for community college education, the higher education personnel board or by statute.

[Order 15, § 132F-113-030, filed 4/24/74; Order 4, § 132F-113-030, filed 11/13/72.]

**WAC 132F-113-040 Basic nepotism policy.** In the appointment of its faculty and staff members, the Seattle Community College District seeks those persons qualified to fulfill the institution's teaching and service obligations. Accordingly, members of the same family may be appointed to district faculty and staff positions when it has been determined that they are the most qualified candidates for the position. However, according to state law a person may not be hired into a position that would result in a relationship where one individual is involved in the appointment, termination of appointment, promotion, demotion, approval of salary

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