

**SOUTH FLORIDA STATE COLLEGE
DISTRICT BOARD OF TRUSTEES POLICIES**

POLICY NO. 5.12

TITLE: EMPLOYMENT OF RELATIVES

LEGAL AUTHORITY: FLORIDA STATUTE 1001.64

OFFICE OF PRIMARY RESPONSIBILITY: VICE PRESIDENT FOR
ADMINISTRATIVE SERVICES/
HUMAN RESOURCES

It is necessary that certain guidelines be adopted to deal with the subject of employing relatives:

The College will not employ, on a full-time basis, a relative of the president or a member of the District Board of Trustees.

The College will not normally permit an employee to work full time in a department of the College in which a relative is a supervisor. The president may approve an exception if such employment is deemed in the best interest of the College.

For purposes of this policy, the term "relative" shall apply to the following relationships whether they are established by blood, marriage, or other legal actions:

- Father, Father-in-Law
- Mother, Mother-in-Law
- Son, Son-in-Law
- Daughter, Daughter-in-Law
- Brother
- Sister
- Husband
- Wife
- Grandparent
- Grandchild

HISTORY: Last Reviewed 11/5/19

Issued by District Board of Trustees: 8/10/84

Reviewed: 7/1/04, 7/1/07, 7/22/09, 6/27/12, 11/5/19

Revised: 5/24/94, 9/26/01