



## Policy

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EMPLOYMENT OF RELATIVES, FACULTY AND STAFF

FS.608.1

EFFECTIVE DATE: NOVEMBER 2017    REVIEWED: MARCH 2023

[Source: SBHE Policy Manual Section 03.3 NDCC 44-04-09](#)

### **Policy**

Dakota College at Bottineau (DCB) employees shall comply with North Dakota Century Code (NDCC) 44-04-09, relating to nepotism. Accordingly, a DCB employee may not, except as permitted by law, serve in a supervisory capacity over, or enter into a personal services contract with, a member of the employee's immediate family.

When two or more members of the same immediate family are employed in the same department or institution, the head of the department or institution shall reassign responsibility for performance evaluations, salary recommendations, disciplinary actions, and other supervisory authority as necessary to comply with NDCC 44-04-09.

Immediate family means a parent (by birth or adoption), spouse, son or daughter (by birth or adoption), stepchild, brother or sister by whole or half blood or adoption, brother-in-law or sister-in-law, or son-in-law or daughter-in-law.