

**TALLAHASSEE COMMUNITY COLLEGE
DISTRICT BOARD OF TRUSTEES
P O L I C Y**

TITLE: Employment of Relatives	NUMBER: 04-19
AUTHORITY: Florida Statute: 1001.64, 1001.65, 1012.80 Florida Administrative Code: 6A-14.0261	SEE ALSO:
DATE ADOPTED: 12/01/97; Revised 11/22/10	

Employment of related persons is prohibited where these conditions pertain:

1. The employee has or would have direct or indirect administrative or decision-making authority over the related person.
2. Employment would involve a conflict of interest, actual or potential.
3. Decisions of employment may affect such other person.

“Related person” for the purposes of this policy, means an individual who is related as defined in Florida Statute 112.312(21): father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, half sister, grandparent, great grandparent, grandchild, great grandchild, step grandparent, step great grandparent, step grandchild, step great grandchild, person who is engaged to be married to the employee or who otherwise holds himself or herself out as or is generally known as the person whom the public employee intends to marry or with whom the employee intends to form a household, or any other natural person having the same legal residence as the employee.

Any exception to this policy must be approved by the President of the College.