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**LAKE-SUMTER STATE COLLEGE  
ADMINISTRATIVE PROCEDURE**

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TITLE: EMPLOYMENT OF RELATIVES

NUMBER: PRO 5-18

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REFERENCE:

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In order to avoid impropriety, a related individual ("Relative") of a current full-time employee shall not be employed, appointed, promoted, or assigned to any position in which there is a direct reporting relationship to the related employee.

The term, "Relative" is defined as father, mother, son, daughter, grandparent, grandchildren, 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, or half-sister.

For one period not to exceed six months, the President may temporarily appoint or assign an individual to a position, which would otherwise be prohibited by this rule.

Violations to the policy, whether or not intentional, may result in termination of employment in the absence of any other solution, as determined by qualifications and position availability. Any employment circumstance that is already in existence as of the effective date of this rule may continue as an exception to the rule.

New: 07/12/2000  
Revised: 03/18/20