



# Nepotism Procedure

Based on System Procedure 4.10.1

Link to document: <https://www.minnstate.edu/board/procedure/410p1.html>

## Purpose:

The purpose of this procedure is to implement Board Policy 4.10, Nepotism, and to provide a process that allows members of the same family or household to be employed by Fond du Lac Tribal & Community College without placing them in a real or apparent conflict of interest under Minnesota Statutes §43A.38, the Code of Ethics for Employees in the Executive Branch. Employees and applicants for employment shall not be denied employment opportunities because of their status as a family or household member of another employee.

This procedure applies to all employees of Fond du Lac Tribal & Community College, including student employees and work study employees, except as provided in this procedure. Employees covered by the Agreement between the Minnesota State Employees Union, AFSCME and the State of Minnesota, are subject to the provisions of MnSCU Supplement Part 1, All MnSCU, Part 13 Conflicts, of the Agreement.

## Policy Language:

FDLTCC has adopted its policy from Minnesota State System Procedure 4.10.1

## Does This Policy Have a Procedure?

No

## List Related Policies, Procedures or Forms:

[Minnesota State - 4.10 Nepotism](#)

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**Date Policy was Originally Adopted:** Unknown  
**Responsible Division/Author:** Human Resources/EHRO  
**Review Date(s):**