The Auraria Higher Education Center (AHEC) and all of its Units will recruit and hire the most qualified person for all positions. Consideration shall be based on qualifications and merit. Family relationship will not be used as a basis for granting privilege or denying rights or benefits of employment, as this would constitute nepotism.

No AHEC employee shall serve on a screening committee for a position for which an immediate family member has applied (see definition below). No AHEC employee will provide direct or indirect supervision to a member of his/her immediate family. This applies to all employees, classified, non-classified, temporary or student.

The term immediate family member, for purposes of this policy, means:

Grand-parent, parent, father/mother-in-law, spouse, significant other living at the same address, child, step-child, sibling, step-sibling, niece/nephew, grandchild, or cousin.

The AHEC Human Resources Department should be consulted whenever a question of possible nepotism presents itself. All AHEC employees are responsible for prevention of nepotism, failure to adhere to this policy may result in corrective or disciplinary action being taken, up to and including termination. This policy supersedes all previous nepotism policies and procedures.