

### **7310 – Nepotism**

Columbia Gorge Community College does not prohibit the employment of a relative or member of household of a current employee of the college, with the exception that a college employee acting in their official capacity may not supervise a person who is a relative or member of household. In addition, a college employee may not participate in personnel decisions relating to a relative or member of household. These restrictions do not apply to unpaid volunteer positions with Columbia Gorge Community College.

Personnel decisions include appointment, employment, promotion, discharge, firing, or demotion of the relative or member of the household, and include participation in any interview, discussion, or debate related to these personnel decisions.

Relative means spouse, parents, step-parents, children, siblings, step-siblings, sons-in-laws, daughters-in-laws, individuals whom the employee has a legal support obligation, or anyone for whom the employee provides benefits arising from their employment. This definition applies to both the employee and the spouse of the employee.

Member of household means any person who resides with the employee.

Columbia Gorge Community College will make reasonable efforts to assign job duties to minimize the potential for creating an adverse impact on supervision, safety, security, or morale, or creating other potential conflicts of interest.

Notwithstanding the above, Columbia Gorge Community College retains the right where such placement has the potential for creating an adverse impact on supervision, safety, security, or morale, or involves other potential conflicts of interest, to refuse to place a relative or member of household in the same department, division, or facility. Columbia Gorge Community College retains the right to reassign or transfer any person to eliminate the potential for creating an adverse impact on supervision, safety, security, or morale, or involves other potential conflicts of interest.

#### **Legal Reference(s):**

1. ORS 244.175 to 244.179

**3420 – Equal Employment Opportunity**

The Board of Education desires to build a community in which opportunity is equalized, and community colleges foster a climate of acceptance, with the inclusion of employees from a wide variety of backgrounds. It agrees that diversity in the academic environment fosters cultural awareness, encourages mutual understanding and respect, and provides exposure to role models for all students. The Board of Education therefore commits itself to promote an equal employment opportunity program.

Human Resources shall develop, for review and adoption by the Board of Education, a plan for equal employment opportunity that complies with federal and state law as modified or clarified by judicial interpretation.

**Legal Reference(s):**

1. Title VII of the Civil Rights Act of 1964 (Title VII) and 42 U.S. Code Section 2000e
2. The Age Discrimination in Employment Act of 1967(ADEA) and 29 Code of Federal Regulations Parts 1625 et seq.;
3. Americans with Disabilities Act of 1990 (ADA) and 29 Code of Federal Regulations Parts 1630 et seq.;
4. ADA Amendments Act of 2008 (ADAAA);
5. Title II of the Genetic Information Nondiscrimination Act of 2008 (GINA) and 29 Code of Federal Regulations Parts 1635.1 et seq.;
6. 29 Code of Federal Regulations Parts 1601.1 et seq. – Discrimination based on National Origin;
7. 29 Code of Federal Regulations Parts 1606 et seq. – Religious Discrimination;
8. Pregnancy Discrimination Act of 1978 (PDA) and 29 Code of Federal Regulations Part 1604.10;
9. ORS 659A



## **7100 – Commitment to Diversity**

Columbia Gorge Community College is committed to employing qualified administrators, faculty, and staff members who are dedicated to student success and committed to an inclusive, anti-racist campus culture. Columbia Gorge Community College recognizes that diversity in the academic environment fosters cultural awareness, promotes mutual understanding and respect, and provides suitable role models for all students. Columbia Gorge Community College is committed to hiring and staff development processes that support the goals of equal opportunity and diversity, and provide equal consideration for all qualified candidates and create an academic and employment environment to support these goals

### **Legal Reference(s):**

1. ORS 350.375