

Columbia College

Nepotism and Favoritism

NOTE:

Must; Shall; Will:

Should:

May or Could; Can:

Clarification of Terms

These words or phrases indicate actions or activities that are *essential* or *mandatory*.

This word implies that it is highly desirable to perform certain actions or activities, but not essential or mandatory.

These words imply freedom or liberty to follow an alternative to the action or activity being presented in a document.

According to the Gage Canadian Dictionary nepotism is the showing of too much favor by one in power to his relatives, by giving them desirable appointments. Gage defines favoritism as favoring one or some, more than others. Since equality, fairness, and respect are among the founding principles of Columbia College, nepotism and favoritism are not acceptable behaviors in this organization.

It should be noted that Columbia College has historically employed members from a number of different families and the college plans to follow this practice in the future. It will ensure that all appointments will be made with equal consideration given to all candidates.

It should also be noted that Columbia College plans to continue hiring friends of its employees and/or encourage the development of friendships among employees. It will ensure that all appointments will be made with equal consideration given to all candidates.

If an employee finds him or herself in a situation where they feel they could engage or be seen to be engaged in giving a desirable appointment to a relative, or favoring a friend over others, they are expected to take the proper steps to correct, remove, or at least neutralize themselves from this possible conflict of interest.

If an employee finds them self in a situation where they feel they have or could be negatively affected by another employee who has or may give a desirable appointment to a relative or friend, then they need to share their concern(s) with that employee so the situation can be efficiently resolved.

The concerned employee should use the Employee and Student Incident and Grievance Procedures document to help them deal more effectively with this matter.

If the concerned employee feels their specific concerns are not being properly addressed, after attempting to deal with it on at least two occasions, they should go to said person's supervisor. If after attempting to resolve their concerns on two occasions with the supervisor, the concerned employee can seek assistance from a member of the college who agrees to assist him or her by acting as an advocate.