It is the goal of the college to have employees treated fairly during their employment. As such, the college has implemented policies to reduce the potential for unfairness in the employment relationship between blood relatives, members of the same household or individuals involved in a close personal relationship (Related Parties). It is contrary to this policy for Related Parties to directly influence decisions related to the recruitment, hiring or the terms and conditions of employment of the other party. All employees must promptly report to Human Resources the status of any relationship that would qualify as a Related Party under this policy. The college reserves the right to transfer one or both of the Related Parties to different positions at the college so that neither party is in a position of decision-making authority or significant influence over the other for the terms and conditions of their employment. In order to avoid an actual or perceived conflict of interest, the college may take any employment action, including without limitation, transferring Related Parties to different positions, changing their job duties and, or terminating one or both parties from employment. The implementation of this policy should be carried out by the executive director of Human Resources and the appropriate vice president.