



Conflict of Interest in Employment/Nepotism

Policy Number: 414

Categorized: Human Resources

Procedure: 414P

Responsible Office: Associate Vice President, Human Resources

Effective Date: 08/2016

Date Last Reviewed: 01/22/2024

1. Scope

This policy applies to all Northern Virginia Community College faculty, staff, local board members, and state board members.

2. Policy Statement

Northern Virginia Community College is part of the Virginia Community College System (VCCS) and is governed on most matters of policy by the VCCS State Board for Community Colleges.

VCCS Policy 3.3.3. and VCCS Policy 3.14.3.4 were adopted by the VCCS State Board for Community Colleges and are included in the VCCS Policy Manual. They are published and publicly available here: [VCCS Policy 3.3.3](#) and [VCCS Policy 3.14.3.4](#).

If you have questions about this policy and/or its application at Northern Virginia Community College, please contact the Responsible Office identified above.

3. Authority

[VCCS Policy 3.3.3 – Conflict of Interest in Employment](#)

[VCCS Policy 3.14.3 – Consensual and Familial Relationships](#)

[Code of Virginia - § 2.2-3100. State and Local Government Conflict of Interests Act](#)