



Conflict of Interest in Employment/Nepotism Procedure

Procedure Number: 414P

Responsible Office: Human Resources

Forms: N/A

Effective Date: 08/2016

Date Last Reviewed: 01/22/2024

1. Purpose

It is the purpose of this policy to protect college employees, local board members, and state board members from any appearance of impropriety that could undermine the integrity of the VCCS employment process.

2. Definitions

See [VCCS Policy 3.3.3 – Conflict of Interest in Employment](#) and [VCCS Policy 3.14.3. – Consensual and Familial Relationships](#).

3. Procedure

See [VCCS Policy 3.3.3 – Conflict of Interest in Employment](#) and [VCCS Policy 3.14.3. – Consensual and Familial Relationships](#).