



Policy No. 3-5

Subject: Nepotism

Last Revised:

Historical Status:

Division	Policy Manager	Administrative Supervisor	Reference
Human Resources	Human Resources	College President	Code of Virginia Section § 2.2-3106

I. POLICY

It is the policy of Virginia Highlands Community College (VHCC) to operate in accordance with the applicable Code of Virginia policy, which may be found here: [§ 2.2-3106. \(Effective July 1, 2024\) Prohibited contracts by officers and employees of state government](#)

II. PERTINENT INFORMATION

III. DEFINITIONS

IV. GENERAL GUIDELINES

V. DELEGATION OF AUTHORITY

APPENDIX

VI. RELATED STANDARDS, LEGAL CITATIONS, OR SUPPORTING DOCUMENTS

VII. OPERATING REQUIREMENTS