**Nepotism**

A Trustee shall not participate in the discussion, deliberation, recommendation, appointment, confirmation, or vote regarding the hiring, appointment, promotion, reemployment, or other employment action affecting any individual when such participation is prohibited by Chapter 573 of the Texas Government Code or any other applicable law, including where the individual is related to the Trustee or another Trustee within a prohibited third degree by consanguinity or second degree by affinity. Prohibited examples may include, parents, children, siblings, grandparents, grandchildren, aunts, uncles, nieces, nephews, spouses, parents-in-law, children-in-law,siblings-in-law, grandparents-in-law, and grandchildren-in-law.

Prior to consideration of any employment action requiring Board approval, each Trustee has an affirmative duty to disclose any relationship that may implicate the Texas nepotism laws. Upon such disclosure, the Trustee shall refrain from participating in the matter to the extent required by law.

**Trustee-Parent and Trustee-Student Status**

A Trustee who is a student or is the parent, guardian, or person standing in loco parentis to a current or prospective student at the College shall not be deemed to have a conflict of interest solely by virtue of that relationship. The Board recognizes that trustees may have legitimate personal connections to the institution, including through family members who attend the College.

Duty to the Institution

Notwithstanding such relationship, all Trustees owe their fiduciary duties of care, loyalty, and obedience to the College as a whole. Trustees shall act in the best interests of the institution and not in furtherance of the personal interests of themselves, their child, family member, or any individual student.

Disclosure

A Trustee shall promptly disclose to the Board's legal counsel and the President of the Board any matter in which the Trustee's role as a student, parent or guardian could reasonably be perceived as affecting the Trustee's objectivity or independence of judgment.

Recusal from Student-Specific Matters

A Trustee who is the parent or guardian of a student shall not participate in discussions, deliberations, recommendations, or votes concerning:

1. The admission, enrollment, academic standing, discipline, financial aid, ~~housing~~, employment, ~~athletics~~ ~~participation~~, or other individual matters affecting their child.

2. Any appeal, grievance, complaint, or proceeding involving their child.

3. Any matter in which the Trustee or an immediate family member has a direct personal interest distinct from that of the general student population.

A Trustee who is a student at Laredo College shall not participate in discussions, deliberations, recommendations, or votes concerning:

1. The admission, enrollment, academic standing, discipline, financial aid, ~~housing~~, employment, ~~athletics participation~~, or other individual matters affecting the Trustee-student.

2. Any appeal, grievance, complaint, or proceeding involving the student Trustee.

3. Any matter in which the Trustee or an immediate family member has a direct personal interest distinct from that of the general student population.

The Trustee shall leave the meeting during deliberation of such matters unless requested by the Board President to provide information.

**Matters of General Applicability**

A Trustee-parent and Trustee-student may fully participate in discussions and votes on policies, budgets, strategic plans, tuition and fee decisions, student life initiatives, and other matters that affect students generally and do not uniquely affect the Trustee or Trustee's child or create a direct personal benefit.

**Determination of Potential Conflicts**

Questions regarding the existence or extent of a conflict shall be determined by the Board President, or by the Executive Committee if the matter involves the Board President, based on whether a reasonable person would conclude that the Trustee's personal interests could materially influence the Trustee's judgment on behalf of the College.

**Student Matters Involving a Trustee's Child and Trustee**

A Trustee who is a student or who is the parent or guardian of a student enrolled at the College, including through a dual enrollment or concurrent enrollment program, shall address concerns regarding that student's academic, disciplinary, financial aid, enrollment, or other individual matters exclusively through the College's established administrative processes. The Trustee shall not seek to influence College personnel, administrators, faculty members, or other Trustees through the Trustee's Board position. The Trustee should address his/her student related concerns to the Board's legal counsel who will visit with the College President on how best to address the issue.

The Trustee shall not bring the matter before the Board or individual Board members except as may be required under established institutional appeal procedures available to all students and parents. Any communication regarding the Trustee-student or the Trustee's child shall be made in the Trustee's capacity as a parent or guardian and not as a member of the Board.

If a matter involving the Trustee-student or Trustee's child comes before the Board or a Board committee, the Trustee shall disclose the relationship and recuse themselves from all discussions, deliberations, and votes concerning that matter.