

NEPOTISM

POLICY NUMBER: RESERVED FOR FUTURE USE

POLICY TYPE: ADMINISTRATIVE

RESPONSIBLE OFFICIAL TITLE: DIRECTOR OF HUMAN RESOURCES

RESPONSIBLE OFFICE: OFFICE OF HUMAN RESOURCES

I. POLICY STATEMENT

Purpose: To prevent issues that may arise as a result of the employment of relatives or individuals involved in a dating relationship in the same area of the institution, which may cause conflicts and problems with favoritism and employee morale. In addition to claims of partiality in treatment in the work environment, personal conflicts from outside the work environment may be carried over into day-to-day work relationships.

No relative of any employee of the University may be appointed to any position in the University over which the related employee exercises immediate supervisory or line authority. Employment of relatives within the same department or division shall be approved specifically by the appropriate Vice President. The University shall employ no relative of a member of the Board of Regents. Members of the Board of Regents, except those elected to the board as faculty, staff or student representatives, are ineligible for employment at the University.

Therefore, decisions on selection, salary, promotion, and all matters pertaining to employment will be made without regard to the relationship of one employee of the University to another except that no person in a supervisory position can hire or supervise an employee who is related by blood or marriage.

II. ENTITIES AFFECTED

Faculty and Staff

IV. DEFINITIONS

A relative is defined as any person who is related by blood or marriage, or whose relationship with the employee is similar to that of persons who are related by blood or marriage.

A dating relationship is defined as a relationship that may be reasonably expected to lead to the formation of a consensual romantic or sexual relationship.

REVISION HISTORY

REVISION TYPE	MONTH/YEAR APPROVED
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	

Choose an item.	
Choose an item.	