

Employment of Relatives

Summary/Purpose: The purpose of this policy is to prevent nepotism and to prevent unmanaged conflicts of interest in the employment context when an employee supervises a relative.

No individual shall be employed in a department or unit under the supervision of a relative who has or may have a direct effect on the individual's progress, performance or welfare.

The University has determined that in the context of a temporary employment, a relative does not have a direct effect on a temporary assignment (progress, performance or welfare) even though the relative supervises the unit or department, if the relative has no role in the hiring decision and does not directly supervise the temporary student worker or temporary employee.

This policy does not prohibit or prevent a temporary student worker or temporary employee from being employed in a unit or department where a relative is in the supervisory hierarchy as long as the temporary student worker or temporary employee is not hired by nor supervised by a relative.

However, this policy does not prohibit the continued employment of an employee who was employed in the department or institution prior to the time his or her relative became the head of the department of institution or member of the Board of Trustees.

An employee found in this situation shall have all matters dealing with the individual's progress, performance, welfare, assignment, salary, tenure or promotion decided by the next highest administrative officer upon approval of the Board.

Definitions:

1. For purposes of this policy, **Temporary Employment** includes:
 - A temporary student worker, which includes but is not limited to graduate and research assignments.
 - A temporary employee appointment, which includes both "Temp I" and "Temp II" assignments.
2. **Relative** is defined as a spouse, parent, stepparent, sibling, child, stepchild, grandparent, son- or Daughter-in-law, father- or mother-in-law, or brother-or sister-in-law.