

Nepotism

It is the University's policy that family members of individuals currently employed by the University may be hired only if they will not be working directly for or supervising a relative. If already employed, they cannot be transferred into such a reporting relationship. If the relative relationship is established after employment, the individuals concerned will decide who is to be transferred insofar as a position is available for which the person is qualified. If that decision is not made within 30 calendar days, the University will decide. Employees should neither initiate nor participate, directly or indirectly, in employment actions (initial employment or appointment, retention, promotions, salary, work assignments, leave of absence, etc.) involving members of their immediate family or household.

For the purposes of this policy, immediate family includes all relatives such as, but not limited to the following: spouses, parents, grandparents, grandchildren, aunts, uncles, nieces, nephews, children, siblings, cousins or other persons who reside in the household. Included in the definition are in-laws, "step" and "half" affiliations.