



Policy and Procedures Manual  
Application: All Full-Time Personnel  
Section A5.9.2 Nepotism

A 5.9.1 Nepotism

Being a relative of a University employee shall not prevent a person from being employed or advanced in University employment. However, no two persons who are related within the third degree of kinship shall be given positions in which either one is directly responsible for making recommendations regarding hiring, promotion, salary, or retention of the other. For all purposes involving the application of this policy, a relative within the third degree is defined as a parent, spouse, child, brother, sister, the foregoing as in-laws, and other close relatives by birth or marriage, such as, but not limited to aunt, uncle, nephew, or niece.

Neither of the two persons so related, who hold positions in the same budgetary unit, shall be employed in an executive or administrative position in that same unit.