



### **Employment of Relatives**

A member of an employee's immediate family will be considered for employment by the university, provided the applicant possesses all the qualifications for employment. An immediate family member may not be hired, however, if such employment would:

- a) Create either a direct or indirect supervisor/subordinate relationship with a family member, or
- b) Create either an actual conflict of interest or the appearance of a conflict of interest.

These criteria will also be considered when assigning, transferring, or promoting an employee. For purposes of this policy, "immediate family" includes: the employee's spouse, brother, sister, parents, children, stepchildren, father-in-law, mother-in-law, brother-in-law, daughter-in-law, son-in-law, and any other member of the employee's household.

Employees who marry or become members of the same household may continue employment as long as there is not:

- a) A direct or indirect supervisor/subordinate relationship between such employees, or
- b) An actual conflict of interest or the appearance of a conflict of interest.

Should one of the above situations occur, the university will attempt to find a suitable position within the university, to which one of the affected employees may transfer. If accommodations of this nature are not feasible, the employees will be permitted to determine which of them will resign.

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