

NEPOTISM

NEPOTISM. No preferential treatment will be afforded to individuals based on relationships that may place undue or inappropriate influence on terms and conditions of employment.

A. Definitions.

1. "Relationship" is defined as individuals related by (a) blood, marriage, adoption; (b) a person a public employee intends to marry, or with whom the public employee intends to form a household, or any other person having the same legal residence as the public employee; (c) domestic partnership, dating or other personal relationship in which objectivity might be impaired.
2. "Related individuals" are individuals who stand in a relationship as defined herein.
3. "Line of authority" is defined as authority extending vertically through one or more organizational levels of supervision or management.
4. "Work unit" is defined as department, division or any other unit or office.

B. Policy.

1. Direct supervision or control or line of supervision:- Relationship to another individual employed by the University shall not constitute a barrier to hiring, promotion or reappointment provided that no employee is under the direct supervision or control or line of supervision of a related individual. No UI employee may function as judge or advocate in specific situations involving members of his or her immediate family (such as the employee's spouse, child, parent, grandparent, brother, sister, mother-in-law, father-in-law, son-in-law, or daughter-in-law). Nor may any UI employee initiate or participate in institutional decisions involving a direct benefit (such as initial appointment, retention, promotion, salary, or leave of absence) to members of their immediate families.
2. Indirect supervision or same work unit: The University discourages indirect supervision of related individuals. A person may work under the indirect supervision of a related individual, or in the same work unit of a related individual provided that such personnel action is pre-approved by the Assistant Vice President for Human Resources under a management plan [FSH 6240]. In reviewing a proposed personnel action, the Assistant Vice President for Human Resources shall consider all aspects of the proposed action including, but not limited to, the effect on supervision, morale, safety, security, nature of job description and applicant pool, and any potential conflicts of interest. The University retains the right to refuse to appoint an individual to a position that results in indirect supervision by a related individual or related individuals working in the same work unit.