



Student Employment Nepotism Policy

The University of North Alabama standards for employment decisions such as hiring, promoting, reappointing, evaluating, awarding salary and terminating employees are based on qualifications, level of responsibility and skills required to perform the job. The university attempts to avoid favoritism, the appearance of favoritism and conflicts of interest in employment decisions.

We reserve the right to take action when relationships or associations of employees impact the University's mission, its policies and procedures, and its short and long term operations. It is against the University's policy for an employee to supervise a family or household member.

The purpose of the policy is to avoid favoritism, the potential for favoritism, conflicts in loyalty, discrimination, the appearance of impropriety or conflict of interest, a hostile or uncomfortable work environment or the potential for hostile or uncomfortable work environment.

Policy: NEPOTISM (EMPLOYMENT OF RELATIVES)

Staff Online Handbook – page 41 of 207- 3.11

Full-time, part-time, and student

department or administrative unit; however, if employees are related within the fourth degree by blood or marriage, make limited exceptions to this policy as determined by the Board of Trustees Executive Committee.

Definitions

1. "Employment" means any appointment to a regular employee.
2. "Employee" means the University's faculty and staff.
3. "4"

th deg04 59.28 16 a04 tvej [[.9 (r)-11 C-1 (tj-iSnj [[.9 tg4 (ns)<54 (ns)67e328 16 22uded, (, s)-1Ubl6 arj [[.9 d

(d) a foster child; (e) a nephew, niece, or grandchild of the employee, or any other person, as denoted by the prefix of "in-law," as denoted by the suffix of "in-law." This policy applies to all employees, including those working in the employee's

appointments, retention, promotions, and other personnel actions involving the employee.