

## **SECTION 800.11**

### **Employment of Relatives**

The basic criteria for employment of classified staff shall be the qualifications of the individual. Relationship by family or marriage shall constitute neither an advantage nor disadvantage to the individual with certain exceptions.

1. No individual shall be employed in a department or unit under the supervision of a relative who has or may have a direct effect on the progress, performance or welfare of that individual.
2. For the purpose of this policy, relatives are defined as husbands and wives, parents and children, brothers and sisters, or any in-laws of the foregoing.
3. The nepotism policy does not apply to:
  - a. Children under age 25 hired as temporary or part-time employees.
  - b. Anyone employed as of February 14, 1990 where a relative of the individual holds a superior position at least one level of supervision removed from the individual.
  - c. Exceptions approved by the Board of Regents which are clearly in the best interest of the University.