

## **REGULATION on Nepotism**

**Number 2.23.1**

### **Family Relationships**

Nepotism should not play any role in decisions relating to employment, including but not limited to: evaluations, discipline, work assignments, compensation, or career development. As a result, an employee and the employee's spouse, domestic partner, or other close relative may not be in roles where:

- one exercises management oversight (direct or indirect) or influence over the other;
- one reports to or has actual or apparent supervisory authority over the other;
- the activities of the two are related so that it would be reasonable to expect that performance, career, or other College-related input may be provided by one about the other; or
- one has insight into the performance, career, or other employment decisions being made about the other.