

WEST LIBERTY UNIVERSITY BOARD OF GOVERNORS

POLICY 34: NEPOTISM -- EMPLOYMENT OF RELATIVES

STATEMENT:

The University recognizes that employment of relatives within an organization, particularly in the same line of authority or unit, may create problems or an appearance of impropriety. At the same time, the University believes excluding relatives of current employees from employment could deprive the University of qualified, capable employees.

PROVISIONS:

I. This policy shall apply to the following relationships:

A. By Blood:

Parent, child, grandparent, grandchild, brother, sister, uncle, aunt, nephew, niece, first cousin.

B. By Marriage:

Husband, wife, step-parent, step-child, brother-in-law, sister-in-law, father-in-law, mother-in-law, son-in-law, daughter-in-law, half-brother, half-sister, uncle, aunt, nephew, niece.

II. Employees of the University must neither initiate nor participate in institutional decisions involving a direct benefit (initial appointment, retention, promotion, salary, leave of absence, etc.) to members of their families listed in the relationships detailed above. Supervisors shall not give employment to members of their families nor serve on any selection committees considering the employment of relatives by blood or marriage.

III. Student employment on a part-time basis or payment to students in the form of grants or scholarships shall not be interpreted as employment for purposes of this policy.

Approved by the WLSC Board of Governors on 12/11/06.