

UNIVERSITY of



DAYTON

Policy on Nepotism

Effective Date:

Approval:

Maintenance of Policy: Vice
President, Human Resources

PURPOSE: Employment opportunities within the University of Dayton are not and should not be based upon or influenced by family relationships. The University will maintain policies designed to guard against employment relationships from which nepotism or charges of nepotism might arise.

SCOPE: All University employees.

POLICY: While the University will consider members of the same family for employment, no person (full time, part time, temporary or student) should be employed in or transferred to a division, department or operating unit which establishes a supervisory/employee relationship between two individuals who are related as follows:

- Parent or step-parent
- Child or stepchild
- Grandparent or grandchild
- Sibling, half-sibling or step-sibling
- Aunt or uncle
- Niece or nephew
- Cousin
- Spouse
- Brother- or sister-in-law
- Father- or mother-in-law
- Son- or daughter-in-law
- Any member of the same household.

The above includes not only situations where one person reports directly to another, but also those situations where one person would be employed in a unit or department over which another person has authority or administrative responsibility.

REFERENCE DOCUMENTS: