



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)

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The Alabama Nepotism statute provides that: No officer or employee of the state or of any state institution shall appoint any person related to him within the fourth degree of affinity or consanguinity to any job, position or with any of its agencies, Alabama Code, Section 41-1-5 (1975). This statute is applicable to all university positions, including temporary, part-time, and student positions. Relatives may be employed as peers within an academic department or administrative unit; however, no supervisory relationship may be allowed between persons who are related within the fourth degree by blood or marriage. The President's Executive Council may, for compelling reasons, make limited exceptions to this policy, but its reasons for doing so must be reflected in its report to the Board of Trustees Executive Committee.

Definitions

1. "Employment" means any appointment to the faculty or staff as a temporary, incidental, adjunct, student or regular employee.
2. "Employee" means the University's faculty, staff and student employees.
3. "4th degree relative" means: (a) a spouse, parent, child, or sibling; (b) a sibling, as denoted by the prefix "half"; (c) a parent, child, or sibling, as denoted by the prefix "step"; (d) a foster child; (e) a nephew, niece, uncle or aunt; (f) any parent or child of a preceding or subsequent generation, as denoted by the prefix of "grand" or "great"; or, (g) parent, child or sibling related by marriage as denoted by the suffix of "in-law."
4. "Household member" means a person having legal residence in or living in the employee's place of residence.
5. "Terms and conditions of employment" includes, but is not limited to, appointments, retention, promotions, salaries/wages, fringe benefits, and supervision/discipline of an employee.