

THE FLORIDA POLYTECHNIC UNIVERSITY BOARD OF TRUSTEES

FPU- 6.009 Employment of Relatives.

(1) Appointment of relatives in a single organizational unit or in job-related organizational units is permitted, provided such appointment will not create a conflict of interest. Special considerations are used when the University evaluates applications from relatives of University employees.

(2) Definitions.

- (a) For purposes of this regulation, a “relative” is an individual who is related to a university employee in the following ways, and includes those within these categories who are referred to as *adopted, step-, grand-, in-law, or great-*: father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, spouse, domestic partner, or significant other. Persons whom the employee intends to marry or with whom the employee intends to form a domestic partnership or other intimate relationship are included in this definition of relative.
- (b) A “conflict of interest” includes, but is not limited to, participation by the relative in making recommendations or decisions specifically affecting the appointment, retention, tenure, work assignments, evaluation, promotion, demotion, or salary of the related person.
- (c) “Employment” for purposes of this regulation, and to ensure there is no perception of a conflict of interest, includes appointments to regular positions in any pay plan, temporary or casual employment, or paid student positions such as student assistants, graduate assistants, or research assistants.

(3) The employment of a relative of a university employee must be specifically approved in writing by the Vice President over the area in which the relative is employed and by Human Resources; conditions may be imposed on such employment. Requests for approval should be submitted through the appropriate administrative channels prior to the offer of employment to the relative or prior to the time that two existing University employee will become a relatives of one another.

Authority: BOG Regulation 1.001.

History--New 2.21.14