

**THE FLORIDA POLYTECHNIC UNIVERSITY BOARD OF TRUSTEES  
NOTICE OF PROPOSED REGULATION**

**REGULATION NUMBER AND TITLE:** FPU-6.009 Employment of Relatives.

**SUMMARY OF THE REGULATION:** This regulation is designed to prevent conflicts of interests, actual or perceived, regarding the employment of relatives at the University. The regulation defines who is a “relative,” what constitutes a conflict of interest, and describes the process that must be followed by the University prior to making an offer of employment to a University employee’s relative and prior to the time two existing University employees will become relatives of one another.

**TEXT OF REGULATION:** The full text of the Proposed Regulation can be viewed below and on the Florida Polytechnic University Board of Trustees website, at <http://floridapolytechnic.org/board-of-trustees/university-policies-and-regulations/>.

If you would like a copy of the Proposed Regulation, please contact Bacogie Luke, Administrative Assistant to the VP and General Counsel at (863)583-9061.

**AUTHORITY:** Board of Governors Regulation 1.001.

**NAME OF PERSON INITIATING PROPOSED REGULATION:** Gina DeIulio, VP and General Counsel.

ANY PERSON SEEKING TO COMMENT ON THE PROPOSED REGULATION MUST SUBMIT COMMENTS IN WRITING TO THE CONTACT PERSON LISTED BELOW. ALL WRITTEN COMMENTS MUST BE RECEIVED BY THE CONTACT PERSON WITHIN 14 CALENDAR DAYS OF THE DATE OF PUBLICATION OF THIS NOTICE.

**THE CONTACT PERSON REGARDING THIS REGULATION IS:** Bacogie Luke, Administrative Assistant to the VP and General Counsel at 439 South Florida Avenue, Suite 300, Lakeland, Florida 33810, Email: [bluke@floridapolytechnic.org](mailto:bluke@floridapolytechnic.org), Phone: (863)583-9061, Fax: (863)583-9070.

**DATE OF PUBLICATION:** January 13, 2014

THE FULL TEXT OF THE PROPOSED REGULATION IS PROVIDED BELOW:

**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 \_\_\_-*