


Effective Date		Date of Revision			Policies, Rules And Regulations
6-19-74		6-17-03			
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EMPLOYMENT/AFFIRMATIVE ACTION			3.1.6		Page 1 of 1
Issue					
REPORTING OF RELATIONSHIPS					

UNIVERSITY POLICY STATEMENT

The following policy shall govern married, domestic partners, or consanguineous (parent, offspring, or sibling) persons and persons involved in domestic partner relationships who are appointed to or are already members of the faculty and staff of Eastern Michigan University.

Marriage or consanguinity to an Eastern Michigan University employee or employee involvement in a domestic partner relationship shall be considered neither a qualification nor a disqualification for employment at Eastern Michigan University.

University personnel, who are employed in the same instructional department, office, or administrative unit of the University with a member or members of their family (husband, wife, offspring, or sibling) or with a domestic partner, shall not participate in recommendations or decisions of direct concern to a member or members of their family or their domestic partner. As used herein, "of direct concern" includes, but is not limited to, such matters as appointment, retention, tenure, dismissal, salary, promotion, leave of absence, evaluation, and sabbatical leave.

The dean, director, or account executive, together with the vice president for business and finance, shall have the authority and responsibility to ensure that no member of a family or domestic partner has an unchecked or unreviewed responsibility for any matters relating to University audits, financial records, payroll, or inventory of goods and supplies of another member of the family or of the employee's domestic partner. The vice president for business and finance may issue rules to be published in the University's Procedures Manual in carrying out this responsibility.

RESPONSIBILITY FOR IMPLEMENTATION

The Executive Director of Human Resources, Assistant Vice President for Academic Affairs and University Supervisors has primary responsibility for implementing and enforcing this policy. Further, it is the individual responsibility of each University employee to disclose relationships that may violate this policy.

SCOPE OF POLICY COVERAGE

The policy covers all University Employees.

Authority for Creation or Revision
Minutes of the Board of Regents: June 19, 1974, para. .1384M. December 6, 1989, para. .4134M. June 17, 2003, para. .6132M.