

SECTION: 24
DATE: October 30, 2012

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

**RECOMMENDATION**

**UNIVERSITY POLICY:  
EMPLOYMENT OF RELATIVES**

**ACTION REQUESTED**

It is recommended that the Board of Regents approve the Employment of Relatives policy and authorize the President and the executive team to implement and enforce the policy on behalf of the Board of Regents.

**STAFF SUMMARY**

Employment of relatives in the same department or work unit can cause serious conflicts and problems with favoritism and employee morale. This policy affirms that no relative or additional eligible adult of an EMU employee may be hired if that person will be working in the same reporting line, either directly or indirectly, for the EMU employee. No policy on this matter currently exists.

**FISCAL IMPLICATIONS**

No fiscal implications are anticipated as a result of approving this policy.

**ADMINISTRATIVE RECOMMENDATION**

The proposed Board action has been reviewed and is recommended for Board approval.

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**University Executive Officer**

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**Date**

## Employment of Relatives

Effective Date:	New Policy	Revision Date:	
Chapter Name:	Employment / Affirmative Action	Policy Number:	3._._
Policy Name:	Employment of Relatives		

***A PDF version of this policy is available via [this link](#).***

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### **UNIVERSITY POLICY STATEMENT**

It is well accepted that employment of relatives in the same area of an organization can cause serious conflicts and problems with favoritism and employee morale. In these circumstances, all parties leave themselves open to charges of inequitable consideration in decisions concerning work assignments, transfer opportunities, performance evaluations, promotions, demotions, disciplinary actions, and discharge. In addition to claims of partiality in treatment at work, personal conflicts from outside the work environment can be carried into day-to-day working relationships.

It is Eastern Michigan University's policy that relatives of persons currently employed by EMU may be hired only if they will not be working in the same reporting line directly or indirectly for a relative. If already employed, they cannot be transferred into such a reporting relationship. If the relative relationship is established after employment, the divisional leader will within 30 calendar days, review the matter and determine who will be reassigned in order to comply with this policy.

For the purpose of this policy, a relative is defined to include spouses, additional eligible adult, parents, children, brothers, sisters, brothers- and sisters-in-law, father- and mothers-in-law, stepparents, stepbrothers, stepsisters, stepchildren, aunts, uncles and cousins.

The President of Eastern Michigan University will approve all appointments associated with this policy.

### **RESPONSIBILITY FOR IMPLEMENTATION**

The President of Eastern Michigan University is responsible for the implementation of this policy. The Chief Human Resources Officer, Assistant Vice President for Academic Affairs Personnel and Contract Administration and University Supervisors are responsible for day to day implementation and enforcement of 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.