



Anti-Nepotism	
Responsible Official: Chief Operating Officer	Responsible Office: Human Resources

Policy Purpose

The purpose of this policy is to assure that employees are supervised and evaluated objectively and to prevent occurrences whereby relatives who are employees of the university are in direct supervisory line with respect to each other.

Policy Statement

In compliance with T.C.A. § 8-31-101, et seq., the university prohibits full, part-time, student, or temporary employees from being supervised by a relative. This policy shall not be construed to prohibit two or more such relatives from working for the university.

Definitions

- Relative** Includes a parent, parent-in-law, child, spouse, brother, foster brother, sister, foster sister, grandparent, grandchild, son-in-law, brother-in-law, daughter-in-law, sister-in-law, or other family member who resides in the same household.
- Supervision** Includes authority to substantially influence hiring, evaluation, or promotion and to oversee another person in the performance of that person’s duties and responsibilities.

Policy History

Effective Date: February 23, 2018
Revision Date:

Procedure (s)

The hiring department must assure compliance with state law. While employment of relatives is permitted, no employee shall participate in the hiring, retention, promotion, or termination of a relative as herein defined.

When employees of the university become in violation as a result of marriage, the violation shall be resolved by means of transfer within the university, transfer to another institution or school, or resignation as may be necessary to remove the violation. If transfer alternatives are available, the employees shall be given the opportunity to select among the available alternatives. If the employees are unable to agree upon any such alternative within sixty days, the University President shall take appropriate action to remove the violation.

This policy does not apply to employment relationships in effect prior to July 1, 1980, provided that the university takes appropriate action to ensure that employees neither initiate nor participate in university decisions involving a direct benefit (retention, promotion, salary, leave, etc.) to a relative.

Procedure History

Effective Date: February 23, 2018

Revision Date:

Related Form(s)

N/A

Scope and Applicability

Primary: Employment