



Connecticut State University System

Developing a State of Minds

BR#05-3



RESOLUTION

concerning

NEPOTISM IN EMPLOYMENT POLICY

AT

THE CONNECTICUT STATE UNIVERSITY SYSTEM

January 28, 2005

WHEREAS, The Connecticut State University System and its four universities recognize that employment of relatives in the same area of an organization can cause conflicts and problems concerning disparate treatment, and

WHEREAS, Nepotism is defined as favoritism in employment based upon relationship, and

WHEREAS, A clear and uniform policy is needed to prevent nepotism in employment practices, now therefore, be it

RESOLVED, That the Board of Trustees approve the attached Nepotism in Employment Policy at the Connecticut State University System and authorize the Chancellor to approve amendments to such policy as may be necessary from time to time.

A Certified True Copy:

Lawrence D. McHugh  
Chairman

## CSU Policy Regarding Nepotism in Employment

It is well recognized that employment of relatives in the same area of an organization may produce conflicts of interest and problems concerning disparate treatment, which can damage the integrity of the System and its universities. Under the Code of Ethics, Connecticut General Statutes, Section 1-84(c), a state employee may not use his or her position for the financial gain of himself or herself, his or her spouse, child, child's spouse, parent, brother or sister. But the Code of Ethics only addresses limited circumstances where conflicts of interest may occur. Other relationships may also give rise to a claim of disparate treatment.

In addition, conferring of benefits and privileges based on relationship, rather than on merit, and the appearance that benefits and privileges may have been so conferred, can harm the functioning of the institution(s). In these circumstances, all parties leave themselves open to charges of inequitable consideration in decisions concerning work assignments, transfer opportunities, time-off privileges, training and development opportunities, performance evaluations, salary increases, promotions, demotions, and disciplinary actions.

It is the policy of the CSU that relatives of persons currently employed by CSU may be hired only if they will not be working under the supervision of a relative, either directly or indirectly, or supervising a relative.

If two existing employees of CSU work together in a supervisory relationship, and become related, as herein defined, a case-by-case review shall be made. In some circumstances, one of the employees may be transferred or otherwise reassigned. Existing employees should not ordinarily be transferred or reassigned into a supervisory relationship with a relative. Exceptions will only be made when there is a management plan approved by the Chancellor or the President that is designed to eliminate the conflict of interest or the opportunity for favoritism.

In addition, the objective of the search procedures for new hires is to ensure that the best candidate for the position is the one selected. It is the policy of the CSU that any employee serving on a search committee must excuse themselves from consideration of the qualifications of a relative if one applies for the position and must further disclose to the search committee that said candidate is a relative. Further, no CSU employee shall vote, make recommendations or in any way attempt to participate in or influence decisions about any personnel matter which may affect the selection, appointment, evaluation, retention, tenure, compensation, promotion, termination, or other employment status or interest of a relative.

For purposes of this policy, "relative" means a connection between persons by blood, marriage, adoption, domestic partnership, or co-habitation. Relative includes, but is not limited to, spouses, parents, children, adopted children, brothers, sisters, brothers-in-law, sisters-in-law, father-in-law, mother-in-law, stepparents, stepsiblings, stepchildren, nieces, nephews, grandchildren, and grandparents.

**ITEM**

Nepotism in Employment Policy at the Connecticut State University System

**BACKGROUND**

While the Connecticut State University System and its four universities recognize that employment of relatives in the same area of an organization can cause conflicts and problems concerning disparate treatment, there has not been a formal policy on nepotism in employment. With the renewed focus on ethical conduct in state business, it is an appropriate time to formalize a clear and uniform policy on the prevention of nepotism in employment with the Connecticut State University System.

**ANALYSIS**

The recommended policy is intended to prevent the opportunity for favoritism and conflicts of interest within employment situations due to nepotism. For purposes of this policy, "relative" means a connection between persons by blood, marriage, adoption, domestic partnership, or co-habitation. Relative includes, but is not limited to, spouses, parents, children, adopted children, brothers, sisters, brothers-in-law, sisters-in-law, father-in-law, mother-in-law, stepparents, stepsiblings, stepchildren, nieces, nephews, grandchildren, and grandparents.

The Council on Employee Relations and the Council of Presidents have reviewed this policy, and concur.

**CHANCELLOR'S RECOMMENDATION**

That the Board of Trustees approve the attached Nepotism in Employment Policy at the Connecticut State University System, and authorize the Chancellor to approve amendments to such policy as may be necessary from time to time.