

FSU Procedures
USM Policy on Employment of Members of the Same Family (NEPOTISM)

(Approved by the USM Board of Regents, February 28, 1992; Amended December 12, 2008;
Amended October 9, 2015)

I. Purpose

Administration of USM Policy VII-2.10 – Policy on Employment of Members of the Same Family (NEPOTISM).

II. Definitions

A. Family Member-

1. The employee's spouse, children or step-children;
2. A parent of the employee or the employee's spouse;
3. A brother or sister of the employee or the employee's spouse;
4. Grandparents or grandchildren of employee or the employee's spouse;
5. Aunts and uncles of the employee or the employee's spouse;
6. Nephews and nieces of the employee or the employee's spouse;
7. Sons-in-law and daughter-in-law of the employee or the employee's spouse.

B. Supervisor/Subordinate Relationship – a relationship in which one family member reports to another family member, or one family member otherwise participates directly in making personnel decisions regarding another family member.

III. General Guidelines

The Office of Human Resources (OHR) is designated as administrator of the afore-referenced policy. All questions regarding FSU procedures in regard to the policy should be referred to that office.

IV. Other

Agreements negotiated by Memorandum of Understanding (MOU) or recognized bargaining units will supersede, if so specifically written portions of this procedure.

V. References

USM Policy VII -2.10, Employment of Family Members of the Same Family (NEPOTISM)
FSU Employee Handbook

All policies and procedures are available on:

- FSU Web Page
- USM Web Page