



Policy # 53026

NEPOTISM

Effective Date: June 19, 2009

Revised Date: August 12, 2020

Responsible Office: Human Resources

Division: Operations

I. PURPOSE/OBJECTIVE

To ensure that job appointments are not based on kinship or favoritism.

II. STATEMENT OF POLICY

The University of Louisiana system and its member universities shall be in full compliance with the Code of Governmental Ethics regulation on nepotism found in Louisiana Revised Statutes 42:1119. The Board may authorize employment of persons from the same economic unit or the same immediate family when allowed by law. The Board defines economic unit, immediate family and any other relevant terms pursuant to the definitions found in the Code of Governmental Ethics in Louisiana Revised Statutes 42:1102, or as interpreted by the Louisiana Board of Ethics. No interpretation of this section shall at any time conflict with the Governmental Code of Ethics or any other related statute.

Definitions

1. Nepotism – Favoritism in employment or promotion on the basis of family relationship rather than on the basis of merit.
2. Favoritism – A display of partiality toward a favored person or group.
3. Immediate Family – Children, spouses of children, brothers and their spouses, sisters and their spouses, parents, spouse, and the parents of the spouse.
4. Employment – All University employment relationships including faculty, classified and unclassified staff, and students.