Policy 4.11
Employment of Relatives

Responsible Official: VP for Human Resources
Administering Division/Department: Recruiting
Effective Date: March 29, 2007
Last Revision: June 14, 2007

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Overview

In accordance with Emory's employment policies, the basic criteria for employee selection or promotion shall be appropriate qualifications in terms of education, experience, training and performance, consistent with Emory's needs. Relationships by family, marriage or same-sex domestic partnership shall constitute neither an advantage nor a disadvantage to selection, promotion, salary level, or other conditions of employment.

Policy Details

No person shall be employed by, transferred to or promoted into a department where a supervisory relationship would exist between two relatives. Such a relationship exists when either relative could have a direct effect on the other's performance evaluation, salary, schedule, or other working conditions.

If the special talents, background or training of the relative would be in the overall interest of Emory, the department or administrative head may request an exception to this policy by writing the appropriate vice president and the vice president for Human Resources or designee prior to making any employment agreement with the individual.

Definitions

"Relatives" for the purpose of this policy shall include the following:
a. husband, wife, same-sex domestic partner;
b. daughter, son;
c. mother, father;
d. sister, brother;
e. grandmother, grandfather;
f. aunt, uncle, niece, nephew;
g. cousin;
h. any of these relations by marriage (i.e., daughter-in-law).

Related Links

- Current Version of This Policy: http://policies.emory.edu/4.11

Revision History

No previous versions of this policy were found.