

POLICY & PROCEDURES MANUAL

WAYLAND BAPTIST UNIVERSITY

Classification Number: 2.2.4

Reviewed: August 14, 2017

SUBJECT: NEPOTISM

Individuals who are related as spouse, as parent-child, or as sibling to a person employed at Wayland Baptist University, may be employed provided such employment does not cause one relative to (a) have responsibility for the direct or indirect supervision of the other relative, or (b) have authority over the salary received or other terms and conditions of employment of the other relative.

Policies or practices which prohibit or limit the simultaneous employment of two members of the same family and which have an adverse impact upon one sex or the other have been deemed to be in violation of federal civil rights regulations. However, it is permissible under federal guidelines and in keeping with university policy, to establish reasonable restrictions on an individual's capacity to function as a judge or advocate in specific situations (initial appointment, retention, promotion, salary, leaves of absence, etc.) involving a member of his or her immediate family. School deans and heads of other administrative units are cautioned to ensure that the provisions restricting supervision of relatives are not applied in any manner which would be discriminatory to members of either sex.

Contact for Interpretation: President

This policy statement supersedes all previous policy statements on this subject.

Revisions:

- 08/14/2017 - Reviewed-no changes
- 08/20/2013 - Reviewed-no changes
- 12/08/2008 - Title changes
- 03/22/2007 - Reviewed
- 08/15/2004 - Reissued as policy 2.2.4
- 10/17/2004 - Reissued as policy 2.2.4