



# University of North Alabama

## Employee Policy Manual and Handbook

### Nepotism (Employment of Relatives)

The Alabama Nepotism statute provides that:

*No officer or employee of the state or of any state . . . institution . . . shall appoint any person related to him within the fourth degree of affinity or consanguinity to any job, position or with any of its agencies . . . Alabama Code, Section 41-1-5 (1975).*

This statute is applicable to all university positions, including temporary, part-time, and student positions.

Relatives may be employed as peers within an academic department or administrative unit; however, no supervisory relationship may be allowed between persons who are related within the fourth degree by blood or marriage. The Executive Council may, for compelling reasons, make limited exceptions to this policy, but its reasons for doing so must be reflected in its report to the Board of Trustees Executive Committee.

*Approved by the Board of Trustees, 03/05/1993*

*Revised, 01/20/1998*