



POLICIES and PROCEDURES

Responsible Unit	Human Resources
Applicable to	All Staff
Date Last Updated	January 2018
Approving Sector Head	Director, Human Resources
Policy	Nepotism

Relatives of University governors, officers and employees may be employed by the University. No special advantage or favoritism will be shown in hiring relatives. A relative of a candidate for employment may not be involved, directly or indirectly, in assessing the merits, qualifications or capacities of any candidate for an open position.

An employee may not be employed in a position subject to direct or “in-line” supervision or direction by a relative. In circumstances in which an employee is or will be employed in a position which is subject to such supervision, the University will consider all options for accommodating the family status of the employees in question, including but not limited to a transfer at the earliest opportunity of one or the other employee to a comparable position not in direct or “in-line” supervision or direction, or a modification of reporting responsibilities so as to eliminate any direct or “in-line” supervisory role.

For purposes of this section, a “relative” includes a parent, spouse (including common law spouse), child, sibling or half-sibling, grandparent, grandchild, niece, nephew or any of those by way of marriage (“in-law” or “step” relatives).

Where there is inconsistency between this information and your Collective Agreement, the Collective Agreement will prevail.