

Policies of the University of North Texas Health Science Center	Chapter 05 Human Resources
05.507 Employment of Relatives	

Policy Statement.

Employment of Relatives of the Board of Regents, the Chancellor or the President: State law prohibits the employment of persons related within the second degree by affinity (marriage) or within the third degree of consanguinity (blood) to any officer or member of any board making, voting for, or confirming the employment. Whenever an appointment is made, either on a full-time or a part-time basis, it shall be made solely with regard to the qualifications of the appointee, subject to Govt. Code 573.041 and UNT System Board of Regents Rule 05.300.

Employment of Relatives within the Health Science Center: No person shall be employed, appointed, promoted or transferred, if related within the second degree by affinity or within the third degree of consanguinity to any person employed by the University of North Texas Health Science Center, whose duty would involve acting in any official capacity upon such an employment, promotion, or transfer, regardless of the source of funds for payment of salary; nor shall any person be employed if either person would come under the administrative supervision of the other; or if either would have any official voice in recommending salary increases or promotion in rank for the other.

Where employed in the same college or department, neither shall any person related within the second degree by affinity or within the third degree of consanguinity to the other person serve on those committees whose purpose it shall be to recommend compensation, promotion, or tenure for the other.

Application of Policy.

Faculty and Staff.

Definitions.

1. Relationships Covered by Nepotism Law:

<i>Degree of Relationship</i>	<i>Consanguinity (Blood)</i>	<i>Affinity (Marriage)</i>
1	Father, Mother, Brother, Sister, Son, Daughter	Spouse, Spouse's Father, Mother, Brother, Sister
2	Grandfather, Grandmother, Uncle, Aunt, Uncle's and Aunt's Son and Daughter, Brother's and Sister's Son and Daughter, Grandson and Granddaughter	Spouse's Grandfather, Grandmother, Uncle, Aunt, Uncle's and Aunt's Son and Daughter, Brother's and Sister's Son and Daughter

3	Great Grandfather, Great Grandmother, Great Uncle, Great Aunt, Great Uncle's and Great Aunt's Grandson and Granddaughter, Uncle's and Aunt's Grandson and Granddaughter, Brother's and Sister's Grandson and Granddaughter; Great Grandson and Great Granddaughter.	
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2. **Exceptions:** Relationships shall not affect honorary positions or non-remunerative positions. The President has the authority to grant exceptions to section 1.2 of this policy

Procedures and Responsibilities.

None

References and Cross-references.

Texas Government Code §§ 573

University of North Texas System Board of Regents Rule 05.300

Forms and Tools.

None

Approved: 9/1/2006

Effective: 9/1/2006

Revised: 10/2008