AUBURN UNIVERSITY
NEPOTISM POLICY

POLICY STATEMENT
Auburn University’s Nepotism Policy operates in accordance with the State of Alabama’s nepotism statute, mandating “No officer or employee of the state or of any state institution shall appoint any person related to him/her 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 applies to all Auburn University employees and prohibits the permanent or temporary employment of an individual from the “immediate family” of a University employee who would have a “direct supervisory relationship” that may influence the “terms and conditions of employment” with the corresponding relative.

Auburn University reserves the right to make corrective actions when conflicts of interest arise in violation of this policy.

DEFINITIONS

1. Immediate Family is defined to the “fourth degree of affinity or consanguinity” which includes spouses, children, parents, siblings, grandparents, grandchildren, aunts, uncles, first cousins, corresponding in-laws, “step” relatives, and any members of the University Employee’s household.

2. Direct Supervisory Relationship is defined by the direct influence on the “terms and conditions of employment” of a University employee.

3. Terms and Conditions of Employment include, but are not limited to, an employee’s work responsibilities, salary, schedule, career progress, benefits, performance evaluation, or other workplace factors.

REVISED: April 6, 2012