



EMPLOYMENT OF RELATIVES (NEPOTISM)

An applicant who is a relative of an employee of Oak Ridge Associated Universities (ORAU) will be considered for employment on the same basis as other candidates. However, applicants are obligated to inform the Employment Department of relatives who are ORAU employees. ORAU's nepotism policy places the following restrictions on employment of relatives:

- An employee may not have a managerial or administrative relationship over a relative (this prohibition applies to occasional and/or unintentional relationships as well as routine duties)
- Relatives may not be employed or continued in employment where a conflict of interest exists
- An employee cannot appoint or promote a relative
- Any employee who has the authority to appoint or promote any other employee or to recommend such action is prohibited from recommending or otherwise advocating the appointment or promotion of a relative
- Employees with relatives working at or who apply for employment at ORAU are to refrain from participating in or attempting to influence those decisions that might affect a relative's salary, classification, employment, benefits, or any other job related action

Relative: Includes employee's parents, spouse, children, brothers, sisters, grandchildren, grandparents, grandparents-in-law, parents-in-law, brothers-in-law, sisters-in-law, sons-in-law, daughters-in-law, uncles, aunts, first cousins, nieces, nephews, stepparents, stepchildren, stepbrothers/sisters, and half-brothers/sisters.