



## Policy on Nepotism

<b>Office of Administration</b>	Human Resources and Organizational Development
<b>Approval Authority</b>	Board of Governors
<b>Approval Date</b>	December 13, 2013
<b>Next Review</b>	2018, December
<b>Review History</b>	1985-05-31

### 1. Purpose

- 1.1 The purpose of the policy is to ensure that the University does not provide a preference nor discriminate in favor of or against the employment of a member of an employee's extended family for part-time or full-time employment which is paid for by University operating or ancillary funds or funds administered by the University. The principle of merit shall prevail and shall be the deciding factor in the selection and appointment of successful candidates.

### 2. Scope

- 2.1 This policy applies to all employees and members of the Board of Laurentian University.

### 3. Principle

- 3.1 Extended family means partner, husband, wife, (includes common-law wife and common-law husband, and same-sex spouse), son, daughter, step-son, step-daughter, step-child (which includes a natural child or adopted child resulting from marriage, common-law partnership or same-sex partnership) child of partner, brother, sister, step-brother, step-sister, step-mother, step-father, parents of common-law and same sex spouse, mother, father, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, grandparent, guardian, grandchild, nephew, niece, grandparent-in-law, aunt, or uncle.

### 4. Policy Statement

- 4.1 That employment of an employee's extended family shall not occur if employment would result in:
  - 4.1.1. an employee working in the same department/school as an extended family member;
  - 4.1.2. an employee reporting to the department/school head or a supervisor who is an extended family member.

4.2 No exceptions may be permitted without the specific written permission of the President and Vice-Chancellor.