

EMPLOYMENT

NEPOTISM

Except as prohibited by the laws of the State of Oklahoma, relationship by consanguinity or by affinity shall not, in itself, be a bar to appointment, employment or advancement in universities governed by the Board of Regents of Oklahoma Colleges. But, no two persons who are related by affinity or consanguinity within the third degree shall be given positions in which either one is responsible for making recommendations regarding appointment, employment, promotion, salary or tenure for the other; nor shall either of two persons so related who hold positions in the same internal budgetary unit be appointed to an executive or administrative position for said internal unit. Waivers may be granted by the University President, but performance evaluations and recommendations for compensation and promotion will be made by one not related to the individual being evaluated. The Board of Regents of Oklahoma colleges shall be notified of any such waivers at its next meeting.

Relatives who are within the third degree of relationship to an employee, by blood or marriage, are as follows: spouse; parent; grandparent; great-grandparent; parent, grandparent or great-grandparent of spouse; uncle or aunt; uncle or aunt of spouse; brother or sister; son or daughter; son-in-law or daughter-in-law; grandson or granddaughter or their spouse; and great-grandson or granddaughter or their spouse.