



SUNY Orange Policy Manual

Policy Number	Policy Title
BP3.7	Employment of Relatives (Nepotism)

The College prohibits the employment of close relatives¹ in the same department or administrative unit (or anywhere within the College) where the relatives participate in making recommendations or decisions affecting the appointment, evaluation, retention, work assignments, promotion, demotion or salary of other relatives.

The anti-nepotism policy described herein shall not apply to close relatives who already occupied positions prior to the promulgation of this regulation, where such employment would be prohibited by this policy; but it shall apply to these positions and these persons if any reclassification, change in assignment or other significant personnel action occurs.

No person shall be employed by the College who is a close relative of a member of the Board of Trustees. Also, no employee of the College shall participate in the selection or hiring of any person who is a close relative of the employee. The College also prohibits an employee of the College to directly supervise the work of another employee who is a close relative unless that supervisory role is specifically approved by the President of the College upon recommendation of the College's Human Resources Officer.

The Board of Trustees directs the President to develop such procedures as to fairly implement this policy.

¹ "Close relatives" refers to persons related consanguineously ("blood relatives") within the third degree of relationship (e.g., second cousin) and to persons related by affinity ("relatives by marriage") within the second degree of relationship (e.g., first cousin-in-law).