

**Employment and Family Relationship Policy  
FP: 101 (52489)**

<b>Recommended: Academic Policy Advisory Committee</b>	<b>Date: April 25, 1989</b>
<b>Recommended: Faculty Senate</b>	<b>Date: May 3, 1989</b>
<b>Recommended: President's Cabinet</b>	<b>Date: May 24, 1989</b>
<b>Approved: President's Cabinet Executive Committee</b>	<b>Date: May 24, 1989</b>

**EFFECTIVE DATE: MAY 24, 1989**

No employee of the University shall either initiate or participate in institutional decisions involving a direct benefit to members of one's immediate family.

National-Louis University subscribes to the principle that the University should always attempt to recruit and retain the best qualified and available individuals to fill all job positions. Toward this end, the University does not believe that the proscription of the opportunity of members of one's immediate family to serve as colleagues is a sound method of avoiding the occasional abuses resulting from nepotism. Therefore, while the University seeks through this policy to establish reasonable restrictions on one's capacity to function as judge or advocate in specific situations involving members of one's immediate family, the University does not support practices which subject job candidates or employees to an automatic decision about employability on a basis wholly unrelated to qualifications. The University believes that such a blanket regulation could be contrary to its best interests by depriving it of qualified employees on the basis of an inappropriate criterion, as well as contrary to societal interests by limiting one unfairly in the opportunity to practice one's profession.

This policy envisions, but is not limited to, such personnel actions as initial appointment, retention, promotion, salary and leave of absence.