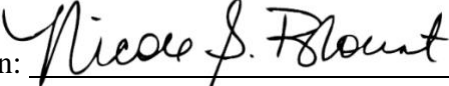


**3361:30-21-05**

**Employment: nepotism.**

- (A) The university shall not appoint or employ persons to serve in any position or capacity in which they would directly supervise or be in a position to initiate, approve or participate in institutional decisions involving direct benefit to a relative.
- (B) No university employee or official shall directly supervise or initiate or participate in institutional decisions involving direct benefit to a relative or a spouse, including, without limitation:
  - (1) Recommending or nominating a relative for employment;
  - (2) Approving a relative's employment;
  - (3) Securing or using one's influence to secure raises, promotions, favorable performance evaluations, overtime pay or assignments or other things of value related to employment.
- (C) For purposes of the rule "relative" means:
  - (1) The following relations of an employee, regardless of where they live:
    - (a) Spouse;
    - (b) Domestic partner;
    - (c) Children and step-children;
    - (d) Parents and step-parents;
    - (e) Siblings;
    - (f) Grandchildren;
    - (g) Grandparents.
  - (2) Any other individual related to an employee by blood or marriage that lives in the same household with the employee.
- (D) This rule does not prohibit university employees or officials from participating in decisions that involve indirect benefits to relatives to the extent that such participation is permissible under Ohio ethics laws (Chapter 102. of the Revised Code, section 2921.42 of the Revised Code and section 2921.43 of the Revised Code) and other applicable laws.

Effective: April 25, 2018

Certification:   
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Nicole S. Blount  
Executive Director of Board Relations

Date: April 11, 2018

Promulgated under: R.C. Section 111.15  
Rules amplifies: R.C. 3361.03.  
Prior effective date: March 16, 1978  
October 26, 1978  
May 24, 1980  
April 13, 2012