



# Nepotism Policy 1.25

## Office of Human Resources

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Applies to: Faculty, staff, and student employees

### POLICY

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Issued: 10/01/1973  
Revised: 02/20/1998  
Edited: 03/15/2007

The basic criteria for appointment and promotion of all University faculty and staff will be appropriate qualifications and performance. Relationship by family, marriage, or partnership will constitute neither an advantage nor a deterrent to appointment in the University provided the individual meets and fulfills the appropriate appointment standards. It is not the intent of this policy to encourage the employment of relatives within the same unit, but rather to reemphasize the concept that the selection of personnel will be on the basis of job-related qualifications.

### POLICY GUIDELINES

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Members of the same immediate family, as well as domestic partnerships, whose qualifications rank each of them first for the positions under consideration may be employed (full-time or a part-time), so long as neither family member is immediately responsible for the decision to hire, or the supervision, direction, evaluation, or salary recommendation of the other. In such instances, all final decisions will be referred to the Office of [Academic Affairs](#) for faculty, and to the Office of Human Resources, [Organization and Human Resource Consulting \(OHRC\)](#), for staff.

### PROCEDURE

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For information regarding procedures, contact the Office of Human Resources, [Organization and Human Resource Consulting \(OHRC\)](#).

### RESOURCES

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**For consultation:**

- Office of Human Resources, [Organization and Human Resource Consulting \(OHRC\)](#)  
(614) 292-2800, [ohrc@hr.osu.edu](mailto:ohrc@hr.osu.edu)
- Office of [Academic Affairs](#) 614-292-5881