

 UNIVERSITY OF DENVER	UNIVERSITY OF DENVER POLICY MANUAL NEPOTISM		
<u>Responsible Department:</u> Human Resources and Inclusive Community <u>Recommended By:</u> Provost, VC Human Resources and Inclusive Community <u>Approved By:</u> Chancellor	<u>Policy Number</u> HRIC 3.10.050	<u>Effective Date</u> 6/5/2025	

I. INTRODUCTION

This Policy sets forth the University's position on familial relationships with respect to University employees and prospective University employees and the necessary procedures to ensure that a conflict of interest does not arise in such situations.

II. POLICY OVERVIEW

No applicant shall be rejected, and no employee shall be restricted in matters of pay, promotion, work assignment, working conditions, or any other factor, solely as a result of a familial relationship with any other employee at the University.

This Policy should not be construed to allow hiring, promotion, compensation or work assignments in a manner that violates or does not meet the objectives of the University's goals.

This Policy in no way limits University Policy FINA 3.20.060 - *Conflicts of Interest*.

III. PROCESS OVERVIEW

Persons in positions to make recommendations or decisions regarding employment, pay, promotion, work assignment or work supervision cannot exercise this authority over Family Members or over others with whom there are sufficiently close, personal or external business relations to engender a conflict of interest. Such recommendations and/or decisions shall be deferred to the next higher authority.

IV. DEFINITIONS

A. "Family Members" - include spouses, siblings, parents, same-sex domestic partners, dependent and non-dependent children, grandparents, aunts, uncles, first cousins, parents-in-law, sons-in-law, daughters-in-law, brothers-in-law, and sisters-in-law.

B. "**Spouse**" - is the current husband or wife of an employee whose marriage is recognized under the laws of the State of Colorado.

Revision Effective Date	Purpose
<i>9/15/2021</i>	<i>Minor revisions</i>
<i>6/5/2025</i>	<i>Minor revisions</i>