

# University of Arkansas at Pine Bluff

## Faculty/Staff Handbook

Policy: **NEPOTISM**  
Policy #: **6.6**

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Arkansas Law prohibits the hiring of relatives by public officials and prohibits a state agency and institution employee from supervising a relative. A relative shall mean a husband, wife, mother, father, stepmother, stepfather, mother-in-law, father-in-law, brother, sister, stepbrother, stepsister, half-brother, half-sister, brother-in-law, sister-in-law, daughter, son, stepdaughter, stepson, daughter-in-law, son-in-law, uncle, aunt, first cousin, nephew, or niece.

The University recognizes that potential conflicts of interest may exist when members of the same immediate family are employed by the University, particularly in the same department, unit or division. To avoid conflicts of interest which may result from such employment, immediate family members should not participate in decisions to hire, retain, promote or determine the salary of the other. It is the responsibility of the Chancellor, and Vice Chancellors to assure that one immediate family member shall not have direction or supervision of the other and shall not participate in decisions to hire, retain, promote or determine the salary of the other. Exceptions to this policy may be made in writing with justification by the Chancellor, and the Vice Chancellor.

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**Resource(s):**  
**Approved by:**  
**Approval date:**  
**Custodian:** Human Resources