

**UADA Policy 410.1**  
**Employment of Relatives (Nepotism)**

**Purpose**

The Division of Agriculture recognizes that potential conflicts of interest may exist when members of the same family are employed by the Division, particularly in the same department or unit.

**Scope**

This provision applies not only to employees on regular appointment, but also to employees in temporary and hourly positions.

**Definition**

For purposes of this policy, "family member" shall mean an employee's spouse, children of the employee or his or her spouse, brothers, sisters, uncles, aunts, nieces, nephews, first cousins, parents, grandchildren or grandparents, whether by blood or marriage, of the employee or his or her spouse.

**Policy**

To avoid conflicts of interest which may result from such employment, one family member shall not have direction or supervision of the other, shall not be in the chain of command of another family member, and shall not participate in decisions to hire, retain, promote, evaluate performance, determine duty assignments, or determine the salary of the other.