

# THE CALIFORNIA STATE UNIVERSITY AND COLLEGES

## REVISED POLICY ON NEPOTISM

It is the policy of the CSU to seek for its Administrators, Instructional Faculty and Support Staff the best possible candidates through appropriate search procedures preceding each appointment and promotion. There shall be no bars to the appointment of close relatives in administrative, faculty or staff employment categories, in the same or different units or departments so long as the following standard is met.

No CSUC employee shall vote, make recommendations or in any way participate in decisions about any personnel matter which may directly affect the selection, appointment, retention, tenure, compensation, promotion, termination, other employment status or interest of a close relative.

For the purpose of this policy, "close relative" is defined as husband, wife, mother, father, son, daughter, sister, and brother.

Campuses should be aware of the fact that regulations "which set reasonable restrictions on an individual's capacity to function as a judge or advocate in specific situations involving a member of his or her immediate family are permissible where they do not have the effect of denying equal employment opportunity to one sex over the other."

(This policy is under revision by the CSU Office of the Chancellor)