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# POLICY

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**Title:** Nepotism

Policy Statement of the Government of Karnataka

*Nepotism:* Favoritism applied, without regard to merit, through authority or influence by someone in a position of power, toward family members or others for whom the employee is legally responsible. Favoritism is shown by giving preferential treatment in any employment action by family members as defined in this policy.

## Procedures

No University employee or any volunteer may make, participate in, or attempt to influence employment decisions or business decisions involving a family member or pressure or cause others to do so. Therefore, there can be no direct reporting or supervisory relationship between family members, and all employment decisions involving a family member must be made by someone else. In the event of unforeseen circumstances where a University employee/volunteer would, in the normal course of decision-making, be in a position to make or participate in an employment decision for a family member, they must recuse themselves from that decision.

### Management Plan

If an individual is to be assigned to a position that is under the supervision or control of a family member who has or may have a direct effect on the individual's progress or performance, a management plan must be devised and approved by the head of the organizational unit and Human Resource Services. The management plan must reassign the reporting relationship so that no individual is under the supervision or control of a family member. A management plan decision form can be found here (forthcoming).

A management plan is also required when an individual already assigned to a position becomes a family member of a supervisor, subordinate, or someone who works for the same immediate supervisor.

The purpose of the management plan is to outline supervision and evaluation procedures that will mitigate possible conflicts of interest. The management plan must address reporting relationships, supervision, and evaluation that will ensure that there will be no decision making based upon relationships between family members regarding employment decisions or regarding any approvals required for the expenditure of University f



## Related Documents/Policies

[Conflict of Interest and Conflict of Commitment Policy](#)

## Regulatory References/Citations

None

## Training/Education

Training will be provided on an as-needed basis as determined by the Approval Authority or the Responsible Official.

## About this Policy

<b>Responsible Official:</b>	Chief Human Resource Officer	<b>Approval Authority:</b>	President
<b>Policy Number:</b>	V. 7.18.1	<b>Effective Date:</b>	February 5, 2021