

**AUSTIN PEAY STATE UNIVERSITY  
POLICIES AND PROCEDURES MANUAL**

Policy Number: 5:065	Supersedes Policy Number:
Date: December 8, 2009	Dated:
Subject: Nepotism	Mandatory Review Date: December 8, 2014
Initiating Authority: Vice President for Legal Affairs and Strategic Planning	TBR Policy/Guideline Reference: 5:01:00:06/P 090
Approved:	President: signature on file

**I. Introduction**

Pursuant to the Tennessee State Employees Uniform Nepotism Policy Act of 1980 (Tenn. Code Ann. 8-31-101, et. seq.) the following shall be the nepotism policy for the University:

- A. Effective July 1, 1980, no employees of the University who are relatives will be placed within the same direct line of supervision whereby one relative is responsible for supervising the job performance or work activities of another relative; provided, however, that to the extent possible, this policy will not be construed to prohibit two or more such relatives from working for the University. For the purposes of this policy, a "relative" means a parent, parent-in-law, child, spouse, brother, foster brother, sister, foster sister, grandparent, grandchild, son-in-law, brother-in-law, daughter-in-law, sister-in-law, or other family member who resides in the same household.
- B. When employees of the University become in violation of subsection (A) as a result of marriage, the violation will be resolved by means of transfer within the University, transfer to another institution or school, or resignation as may be necessary to remove the violation. If transfer alternatives are available, the employees will be given the opportunity to select among the available alternatives; provided that if the employees are unable to agree upon any such alternative within sixty days, the President shall take appropriate action to remove the violation.
- C. In the case of employment relationships which would otherwise violate subsection (A) but which were in effect prior to July 1, 1980, the employment of the employees will not be affected by this policy, provided that the University takes

appropriate action to insure that employees neither initiate nor participate in University decisions involving a direct benefit (retention, promotion, salary, leave, etc.) to a relative.

- D. The University will apply the foregoing in a non-discriminating manner, and shall insure that the implementation of this policy does not adversely affect employees of one sex over those of the opposite sex.

Austin Peay State University follows the implementation procedures documented in Tennessee Board of Regents Guideline P-090 for "Nepotism."

That guideline can be accessed at the following web site:

<http://www.tbr.state.tn.us/policies/default.aspx?id=1766>.