

CIAS – Nepotism (RIT Policy E1.2)

Section I – CIAS Policy

As per the following policy (E1.2) on NEPOTISM, the College of Imaging Arts & Sciences (CIAS) adds the following information:

CIAS's interpretation of this policy also includes student employees – this includes, but is not exclusive to hourly student employees, TAs and GAs. Student employees ARE University employees and will be treated as such as outlined below.

If there are student employees of any type who fall within these parameters, departments should notify the CIAS Dean's Office immediately. Every effort possible will be made to move these existing student employees (based on experience and suitability) to another location within the University.

Effective date: September 2011

Edited date: July 1, 2013

Section II – RIT Policy

Institute Policy Number: E1.2

Policy Name: NEPOTISM

Applicants who are related to University employees are considered for employment in the same manner as all other applicants. The employment decisions are based on their personal and professional qualifications for the openings. Employees should neither initiate nor participate in university decisions (initial appointment, retention, promotion, salary, leaves, etc.) which impact members of their immediate families (defined as: an employee's spouse, child, ward, step-child, mother, father, step-mother, step-father, mother-in-law, father-in-law, brother, sister, step-brother, step-sister, brother-in-law, sister-in-law, grandparents, grandchildren, or domestic partner). If an employee's administrative or management position dictates participation, the decision is elevated to the next level of management. In situations such as committee membership, employees will excuse themselves from participating in decisions affecting family members.

Employees of the University should not be in positions where they report directly to a family member. If such a situation should develop, all future personnel decisions involving either employee become the responsibility of the next level of management.

Responsible Party: Human Resources

Effective Date: Date Issued 6/1/84

Policy History:
Revised 12/13/2000
Edited October 2010