

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

1.009 Employment of Relatives.

(1) Employment of a Supervisory Employee and a Related Person in a single organizational unit or in job-related organizational units, where such employment involves a conflict of interest, actual or potential, is prohibited except when approved under the provisions of this regulation.

(2) A “Supervisory Employee” is a University of Florida employee or public officer who has or could have direct or indirect administrative, evaluative or decision-making authority over a Related Person or whose decisions or actions may affect the evaluation or compensation of, or other University decisions or actions concerning, a Related Person.

(3) A “Related Person” mean an individual who is related to the Supervisory Employee, the Supervisory Employee’s spouse, or the Supervisory Employee’s domestic partner as father, mother, son, daughter, grandson, granddaughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, domestic partner, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, step-grandson, step-granddaughter, stepbrother, stepsister, half brother or half sister, or a person living in the same household as the Supervisory Employee.

(4) The employment of a Related Person and/or a Supervisory Employee must be specifically approved in writing by the Dean of the college in which the Related Person is employed and the Provost or, for nonacademic units, the Director of the unit and the Vice President for Human Resource Services. Conditions may be imposed on such employment. If the Related Person is a relative of the Dean or Director, the Provost or Vice President for Human

Resource Services, as applicable, must approve the employment and any conditions placed on the employment. Requests for approval should be submitted through the appropriate administrative channels prior to the offer of employment to the Related Person or Supervisory Employee or prior to the time that a current University of Florida employee will become a Related Person or Supervisory Employee under this regulation.

Authority: BOG Regulation 1.001.

History: New 3-26-80, Formerly 6C1-7.40, Amended 3-6-85, Formerly 6C1-1.09, Amended 5-22-01, 3-30-07, Formerly 6C1-1.009, Amended 3-17-11; Amended 3-23-2018 (technical changes only).