



## NEPOTISM POLICY

Centenary University does not prohibit the employment of spouses or other relatives. However, the University does not allow the employment of relatives in the same department in a Supervisor/Subordinate relationship, or in a decision making process affecting the appointment, retention, tenure, work assignments, promotion, demotion or salary of the other spouse or relative, and provided no preferential policy toward spouses or relatives shall be used to deny equal opportunity.

For purposes of this policy, immediate family includes: spouse, parent, child, sibling, in-law, aunt, uncle, niece, grandparent, grandchild, members of household.

This policy does not apply to "close relatives" who are already employed by Centenary University as of the effective date of this policy. This waiver, however, may not be used as a basis for further exceptions subsequent to the effective date of this policy.