

California State Polytechnic University, Pomona

Academic Senate Report

AS-2120-034/FA

Policy on Hiring of Immediate Relatives/Partners by Supervisors

Academic Senate Action:

Amended/Adopted: 3/10/04

Final Disposition:

Transmitted to President: 3/16/04

Recommendation:

It is the policy of Cal Poly Pomona to seek for its Administrators, Instructional Faculty and Support Staff the best possible candidates through appropriate search procedures preceding each appointment and promotion. There shall be no bars to the appointment of close relatives in administrative, faculty or staff employment categories, in the same or different units or departments so long as the following standard is met.

No Cal Poly Pomona employee shall vote, make recommendations or in any way participate in decisions about any personnel matter which may directly affect the selection, appointment, retention, tenure, compensation, promotion, termination, other employment status, or interest of a close relative.

For the purposes of this policy, "close relative" is defined as follows.

By blood: parent, child, grandparent, grandchild, sibling, uncle, aunt, nephew, niece, first cousin.

by Law: spouse, registered domestic partner, step-parent, step-child, brother-in-law, sister-in-law, father-in-law, mother-in-law, son-in-law, daughter-in-law, uncle, aunt, nephew, niece, and by guardianship and/or adoption.

Relatives of domestic partners shall be treated as relatives of spouses.

For the purpose of transparency and to avoid the appearance of impropriety, an employee who is a relative of a candidate shall recuse himself/herself from all personnel considerations of the candidate.