



Medical College of Georgia

Academic, Research, and  
Student Affairs  
Policy Library

## Policy for Employment of Relatives

### Policy 7.08

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Chapter 8 Policy for Employment  
of Relatives

Responsible Office: Faculty Affairs  
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*For details, see Administrative Policies & Procedures, Human Resources,  
No. 1.4.08*

### Policy Statement

According to Board of Regents policy, no individual shall be employed in a department or unit that will result in the existence of a subordinate—superior relationship between an individual and any relative of the individual through any line of authority. This policy does not apply to temporary or part-time employment of children under the age of 25 and does not apply to individuals employed as of February 14, 1990 at an institution where a relative of such individual then held a superior position of at least one level of supervision removed from such individual in any line of authority.

### Reason For Policy

The basic criteria for the appointment and promotion of employees in the University System of Georgia shall be appropriate qualifications and performance as set forth in the policies of the Board of Regents.

The Board of Regents recognizes the inherent conflict of interest that occurs should an individual be in a subordinate—superior relationship with a relative. This policy was created to prevent this conflict of interest.

### Entities Affected By This Policy

All employees of the Medical College of Georgia are covered by this policy except children, under the age of 25, who are temporary or part-time employees at the Medical College of Georgia. In addition, an individual employed before February 14, 1990 where a relative of such individual held a superior position of at least one level of supervision removed from such individual in any line of authority is also exempt from this policy

### Who Should Read This Policy

All employees of the Medical College of Georgia should be aware of and observe this policy.

### Contacts

Contact	Phone	e-mail/URL
Director, Human Resources	706-721-3777	<a href="http://www.mcg.edu/hr/director.htm">http://www.mcg.edu/hr/director.htm</a>
Manager, Faculty Affairs	706-721-1072	<a href="mailto:FacultyAffairs@mcg.edu">FacultyAffairs@mcg.edu</a> <a href="http://www.mcg.edu/faculty/office/index.htm">http://www.mcg.edu/faculty/office/index.htm</a>

### Website Address For This Policy

<http://www.mcg.edu/aaffairs/policies/pdfs/p/7.08.pdf>