The Alabama Legislature passed Senate Bill 146 addressing nepotism in state government. This new law prohibits employees of the state from appointing or entering a personal service contract with any person related to him/her within the fourth degree of affinity (marriage) or consanguinity (blood relation) to any job or position of profit with the state or any of its agencies. Please view the family member chart for more information.

No employee shall be the immediate supervisor for or in the chain of command (i.e. participate in work-related decisions in regards to hiring, evaluation, reassignment, promotion or discipline) of an immediate family member.

Violations may have significant consequences both within the University and at the state level.

UAB policy, Nepotism—HR Policy 123, has been revised to reflect the new requirements. Exceptions to the policy may only be granted if a position can be structured to ensure no prohibited working relationship exists among family members. Exceptions must be requested in writing to the University’s Chief Human Resources Officer using the appropriate form.

For more information, visit uab.edu/nepotism.