

NEPOTISM WITHIN STATE GOVERNMENT:

Important information for all UAB employees

- ♦ New Nepotism law/policy effective August 2013
- ♦ UAB employees may not hire or supervise immediate family members
- ♦ This law/policy does not prohibit the continued employment of anyone employed before August 1, 2013
- ♦ Violations may result in serious consequences

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.

WHAT YOU CAN DO:

BE AWARE: Familiarize yourself with the University's Nepotism Policy and how it applies to you.

BE DILIGENT: Ensure you are following the established policy.

BE PROACTIVE: If you are considering hiring a family member and are unsure if the reporting relationship is permitted, contact the Office of Human Resources or go to uab.edu/nepotism.

BE RESPONSIBLE: If you find yourself in a situation that may conflict with the policy/law due to promotion or transfer, please alert the Office of Human Resources immediately to determine the appropriate course of action.