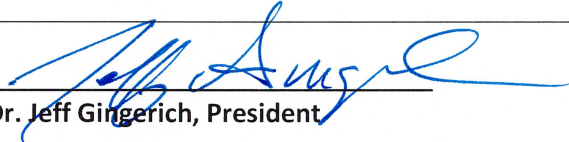




ST BONAVENTURE
UNIVERSITY

Anti-Nepotism Policy	
Administered By: Human Resources	
Approved By:  Dr. Jeff Gingerich, President	
Policy Effective Date: March 6, 2024	
Policy Number: HR-2024-008	New Policy <u> </u> or Revision of Existing Policy <u> X </u> Name of Previous Policy: Nepotism Policy

St. Bonaventure University welcomes the hiring of qualified individuals who are related to other employees at the University. A supervisor, however, is not permitted to hire or to evaluate his or her own spouse, children, relatives, or any other individual with whom he or she has a significant personal relationship. In cases where there is a supervisory role between relatives or people in a significant personal relationship, it is required that the participants in such a relationship act immediately to remove the conflict of interest. In addition, the person in the more powerful position in such a relationship is required to report it to her/his supervisor in consultation with the Office of Human Resources. With such knowledge, accountability for ensuring that such conflicts of interest are properly addressed will rest with the person's direct supervisor and the Office of Human Resources through the normal chains of command up to and including the appropriate executive officer.