



University of Connecticut Health Center

POLICY NUMBER 2002-51

August 13, 2004

POLICY: EMPLOYMENT OF RELATIVES AND UNMARRIED PARTNERS

POLICY STATEMENT:

While relatives and unmarried partners of employees are not prohibited from seeking or accepting employment with the University of Connecticut Health Center, no employee shall use his/her position or influence to gain employment for a relative. Further, except in conformity with the requirements of the State Ethics Commission,

- no relative or unmarried partner of an employee of the University of Connecticut Health Center shall be eligible for appointment, employment, or promotion to a position over which that individual exercises jurisdiction, and
- no employee is permitted to supervise, either directly or indirectly, within the line of supervision, a relative or unmarried partner working in a state position.

For the purposes of these provisions, the term "relative" shall mean one of the following: spouse, child, child's spouse, parent, brother, sister, dependent relative, or any relative who is domiciled in the employee's household.

An employee should be aware that his/her signing of employment documents or vouchers may result in a violation of the state Code of Ethics if such action results in a financial benefit to a relative or unmarried partner as defined above. Examples include all personnel forms (including performance appraisals), vouchers, and other employment documents. Caution should be exercised, since a violation can occur easily even though unintended.

A decision to hire, appoint, or transfer a relative or unmarried partner, or to appoint or transfer the employee, shall be in accord with the provisions of the State of Connecticut Code of Ethics.

Joan D. Mazzone (signed)

8/25/04

Associate Vice President for Human Resources

Date

Peter Deckers, M.D. (signed)

8/27/04

Executive Vice President for Health Affairs

Date

Replaces: Policy #2002-51, effective 10/11/02