

NOTICE OF PROPOSED REGULATION

Date: February 27, 2007

REGULATION TITLE:
Employment of Relatives

REGULATION NO.:
6C1-1.009

SUMMARY: Domestic partners are added to the definition of “relatives” for the purposes of regulating the employment of relatives within an organizational unit or in job-related organizational units.

AUTHORITY: BOG Resolution dated January 7, 2003, General Appropriations Act, 2006

COMMENTS CONCERNING THE PROPOSED REGULATION SHOULD BE SUBMITTED WITHIN 14 DAYS OF THE DATE OF THIS NOTICE TO THE CONTACT PERSON IDENTIFIED BELOW.

THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION

IS: Rebecca J. Holt, Administrative Assistant, 123 Tigert Hall, Post Office Box 113125, University of Florida, Gainesville, Florida 32611, 352-392-1358 office, 352-392-4387 facsimile, regulations@ufl.edu.

NAME OF PERSON WHO APPROVED THE PROPOSED REGULATION: Kyle Cavanaugh, Vice President for Human Resource Services

THE FULL TEXT OF THE PROPOSED REGULATION IS ATTACHED TO THIS NOTICE.

~~REGULATIONS~~RULES OF
~~DEPARTMENT OF EDUCATION~~
~~DIVISION OF UNIVERSITIES~~
UNIVERSITY OF FLORIDA

6C1-1.009 ~~University of Florida;~~ Employment of Relatives.

(1) Employment of related persons in a single organizational unit or in job-related organizational units, where such employment involves a conflict of interest, actual or potential, such as where the employee has or could have direct or indirect administrative or decision-making authority over the related person or where the decisions of such employee may affect such other person, is discouraged, except where the employment of a related person becomes necessary due to a shortage of qualified personnel. No such related person shall be employed unless his or her employment shall have been individually approved in writing by the Dean of the college in which the individual is to be employed, or, for non-academic units, the Director of the unit and the Director of Division of Human Resources Services. If the prospective employee is a relative of the Dean, the Provost must approve the employment. Requests for approval should be submitted through the appropriate administrative channels prior to the offer of employment. A person employed under this policy will have the same rights and privileges as any other University employee.

(2) Relatives or related persons means individuals who are related as father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, domestic partner, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law,

stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, ~~or~~ half sister, or the child or stepchild, parent, brother or half brother, sister or half sister of a domestic partner.

Specific Authority: BOG Resolution dated January 7, 2003 ~~240.227(1) FS.~~

~~Law Implemented 240.227(5) FS.~~

History--New 3-26-80, Formerly 6C1-7.40, Amended 3-6-85, Formerly 6C1-1.09,
Amended 5-22-01, .