



Ohio Administrative Code

Rule 3352-5-02 Nepotism.

Effective: February 1, 1991

(A) Relationship by family or marriage shall constitute neither an advantage nor a deterrent to appointment by the university provided the individual meets and fulfills the appropriate university appointment standards. Normally, no individual shall be assigned a department or unit under the direct supervision of a relative who has or may have direct effect on the individual's progress or performance.

(B) Under paragraph (A) of this rule, the following definitions are applicable:

(1) Family relationship includes father, mother, husband, wife, son, daughter, son-in-law, daughter-in-law, brother, sister, uncle, aunt, first cousin, nephew, niece, father-in-law, mother-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrothers, stepsister, half-brother, or half-sister.

(2) Supervision is generally defined as the authority to oversee another person during the execution of performance of the latter person's duties and responsibilities. Supervision also includes the authority of an employee to schedule, assign, evaluate, commend, reward, promote, relieve, discipline, censure, demote, remove another employee, or substantially influence such action for or against another employee.
