

# LOUISIANA STATE UNIVERSITY AGRICULTURAL CENTER

Effective Date: March 26, 2009

AG CENTER PS-9  
Revision: 1

## NEPOTISM

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### Purpose

To establish a standard policy on nepotism and to comply with the requirements of the Louisiana Code of Ethics.

### General Policy

Nepotism is favoritism in employment or promotion on the basis of family relationship. Immediate family as used in this policy is defined as children, spouses of children, brothers and their spouses, sisters and their spouses, parents, spouse, and the parents of the spouse. This policy applies to all employment relationships including faculty, other academic, unclassified, classified, student, transient, graduate assistantships and any others. It shall apply to all forms of employment: regular full-time, regular part-time, temporary full-time, temporary part-time, and others.

### Section 1

In compliance with the Code of Governmental Ethics and regulations of the LSU System Board of Supervisors, it is the policy of the AgCenter that:

- a. No member of the immediate family of the chancellor shall be employed by the AgCenter.
- b. No member of the immediate family of a vice chancellor may be employed within that vice chancellor's administrative area.
- c. No member of the immediate family of a unit head or other administrator may be employed within the area of that unit head or administrator.
- d. The above shall apply regardless of whether intervening levels of supervision are present.
- e. In administering and enforcing the above policy, the AgCenter will follow the qualifications to existing and future employment relationships as set forth in R.S. 42:1119C, as follows:
  - (1) The provisions of this policy shall not prohibit the continued employment of any public employee nor shall it be construed to hinder, alter, or in any way prohibit the continued employment of any public employee nor shall it be construed to hinder,

- alter, or in any way affect normal promotional advancements for such public employee where a member of the public employee's immediate family becomes the agency head of such public employee's agency, provided that such public employee has been employed in the agency for a period of at least one year prior to the member of the public employee's immediate family becoming the agency head.
- (2) Any person serving as an LSU System employee on April 1, 1980 whose employment would otherwise have been in violation of this policy, may continue in such employment and the provisions of this section shall not be construed to hinder, alter, or in any way affect normal promotional advancement in public employment for such employee.
  - (3) Exceptions to this policy are not permitted. However, employees who marry may continue to work in the agency even though one of the employees is the agency head, provided that the supervising spouse avoids participating in transactions in which the subordinate spouse has a substantial economic interest.

## **Section 2**

Additionally, the AgCenter establishes the following provisions:

- a. Under no circumstances will AgCenter employees be permitted to initiate or participate in institutional decisions involving direct benefit (initial appointment, retention, promotion, salary, leave of absence, etc.) to members of their immediate family. In cases of decisions involving faculty participation, such as recommendations for promotion, retention, tenure, etc., a faculty member of the immediate family of the candidate about whom such a decision is being made shall recuse himself/herself from the decision-making process. In cases in which an immediate family supervisor-employee relationship has developed in a manner not in violation of the Code of Ethics or this policy, the supervisor will pass all responsibilities to his or her immediate supervisor for making decisions involving direct benefit to the employee member of his or her immediate family.
- b. This policy does not prevent unit heads from implementing more restrictive guidelines.

## **Section 3**

Violation of this policy may subject the offender, including the employee and his or her immediate supervisor, to both University disciplinary penalties and fines under the laws of the State of Louisiana.