

# Familial Relationships Policy

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Created January 2016

Mount St. Joseph University is committed to maintaining a professional atmosphere of mutual respect and professionalism, which includes the selection and advancement of faculty and staff members based on qualifications, achievement, and merit. Certain relationships in the work setting have the potential to compromise, or appear to compromise, the fairness and objectivity of employment decisions and other professional duties which are essential to a professional working environment.

Employment of immediate or extended family members in situations where one family member has direct influence over the other's conditions of employment (i.e., salary, hours worked, evaluations, promotion, etc.) is prohibited. For the purpose of this policy, immediate and extended family includes the employee's spouse, domestic partner, child, step-child, grandchild, mother, father, parents-in-law, son-in-law, daughter-in-law, brother, sister, grandparent or any other relative not defined above living in the same household.

In some cases, a concern over a real or perceived conflict may arise involving other close relatives - such as aunts, uncles, cousins, or other relatives by marriage. When a Mount community member is unsure about a potential conflict, they should disclose the situation to the Director of Human Resources to discuss mitigating strategies prior to an offer of employment to someone in this latter category.

Mount St. Joseph University also provides guidelines for avoiding potential conflicts beyond the employment setting for those involved in consensual amorous relationships. Please refer to the [Consensual Relationships](#) policy.