
Nepotism

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Scope

All University of Nebraska Omaha (UNO) employees, faculty and staff.

Policy Statement

No employee may hire or supervise a member of his/her immediate family without the expressed, written consent of the Board of Regents. For the purposes of this policy, immediate family is defined as the:

- Wife
- Husband
- Children
- Parents
- Grandparents
- Grandchildren
- Brothers
- Sisters
- Daughters-in-law
- Sons-in-law
- Guardians
- Wards
- Stepfathers
- Stepmothers

- Stepdaughters
- Stepsons
- Uncles
- Aunts
- Cousins
- Persons bearing the same relationship to the employee's spouse

In 1986, the Nebraska State Legislature passed LB548, which requires that public employees and officials employing, recommending the employment of, or supervising the employment of an immediate family member must disclose the fact. For the purposes of this legislation, immediate family is defined as “a child residing in the individual’s household, a spouse of the individual, or an individual claimed by the public official or employee or his or her spouse as a dependent for federal income tax purposes.”

The Nebraska Accountability and Disclosure Commission developed NADC form C-4 for the disclosure statement. Employees may request a blank form from the Human Resources Office. The Human Resources Office will be responsible for filing the completed forms with the office of the Corporation Secretary at Varner Hall in Lincoln.

Reason for Policy

To comply with Nebraska State Legislature LB548.

History

This policy was developed and approved prior to the implementation of the campus policy development and approval process approved by the Chancellor’s Cabinet in October 2015.

The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.

