

Northeastern Illinois University employees who have control or influence over decisions involving the use of public resources or authority have the responsibility to exercise that control or influence in a manner which maintains public confidence in the integrity of institutional decision making processes. This responsibility includes the expectation that, in their exercise of this control or influence, employees will avoid creating the appearance of nepotism, as well as other forms of conflict of interest.

This policy furthers the University's commitment to integrity. By eliminating the potential for individual influence, Northeastern demonstrates honesty, respect and transparency in its words and actions as they pertain to University employment and academic progress.

This policy applies to all employees and students in the University community.

Member of the University Community or University Member - shall mean any Northeastern Illinois University staff member, faculty member, or student, or other individual engaged in any University activity or program.

Nepotism - relationship between a member of the University community and a family member.

Personal Relationship - relationship, significant familial relationship or consensual sexual or romantic relationship.

[4.7.98 Board of Trustee Regulations Section II Employees Subsection A.5.b. Policy on the Avoidance of Nepotism by Administrative Officers](#)

A member of the University community may not influence the University employment or acad



A University member who may influence a university process or decision for the benefit of someone with whom he or she has/had a personal relationship shall submit the process or decision to a disinterested third party or withdraw from the decision-making process.

Where the University decision maker is the President or Vice President, the reality and perception of power is such that it would not be possible to avoid the appearance of a conflict of interest by submitting the decision or review of by withdrawing.

In the absence of special circumstances which may be considered by the Board on a case by caseng80idonrd