



Policy Directory

Responsible Division: Finance and Administrative Services
Responsible Office: Human Resources
Issue/Revision Date: 12/01/2017

Nepotism Policy

Policy:

Nepotism, or the hiring or supervising of family members, is prohibited as set forth in Miss. Code § 25-1-53. IHL prohibits nepotism as described below:

1. No individual shall be employed in a department or unit under the supervision of a relative who has or may have a direct effect on the individual's progress, performance, or welfare.
2. For the purpose of this policy, relatives are defined as husbands, wives, parents, children, brothers, sisters, and any in-laws of any of the foregoing within the third degree.
3. This section does not apply to any employee who has been in his/her position prior to the time his/her relative became the head of the department. In these situations, supervision and decisions regarding employment shall be made by the next highest administrative officer.