



BOARD OF REGENTS POLICY:

SECTION I. SCOPE.

This policy governs conflicts of interest that may arise due to personal relationships among members of the University of Minnesota (University) community.

SECTION II. DEFINITIONS.

Subd. 1. Nepotism.

Nepotism shall mean actions by a University member that directly influence the University employment (e.g., hiring, promotion, supervision, evaluation, and determination of salary) or academic progress (e.g., grading and advising) of any other University member with whom they have a personal relationship. This definition includes instances where there is no direct influence on employment or academics, but the relationship has a negative impact on the educational or work environment.

Subd. 2. Personal Relationship.

Personal relationship shall mean a marital or other committed relationship, significant familial relationship, including, relationships by blood, adoption, marriage, or domestic partnership; partner, parent, grandparent, child, sibling, first cousin, uncle, aunt, nephew, niece, spouse, brother- or sister-in-law, father- or mother-in-law, son- or daughter-in-law, step-parent, or step-child; consensual sexual or romantic relationship; a close personal friendship; or a significant business relationship.

Subd. 3. Member of the University Community.

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

SECTION III. GUIDING PRINCIPLES.

The following principles shall guide the commitment of the University to govern conflicts of interest that may arise due to personal relationships among members of the University community.

- (a) Nepotism is prohibited at the University in the employment and educational context.
- (b) Faculty members and advisors are cautioned that romantic relationships with current students are unwise and may violate other University policies, even when activities prohibited by this policy have been avoided because of:

