SUBJECT: Nepotism Policy

Effective Date: 4/19/2018
Policy Number: 27

Responsible Authority: Chief Executive Officer

Scope: Defines the policy toward nepotism and is supplemental to the FAU policy.

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No individual shall be employed, serve as a member of the Foundation Board of Directors, or be hired as a consultant, vendor or contractor which will (i) result in the existence of a subordinate-superior relationship between such individual and any family member of such individual through a direct line of authority or (ii) result in multiple family members serving as members of the Board of Directors, where the family members are on the same committee and one family member chairs that committee.

For the purpose of the above outlined policy, the following definition applies:

*Nepotism* - The employment of family member(s) in direct line of authority; the utilization of family member(s) as consultants, vendors or contractors; and/or the involvement of multiple family member(s) as members of the Board of Directors where a subordinate-superior relationship exists.

*Family Member* – An individual who is related to another as father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother, half-sister, grandmother, grandfather, great grandparent, great grandchild, step
grandparent, step great grandparent, step grandchild, step great grandchild, person who is engaged to be married to a person in a direct line of authority who otherwise holds himself or herself out as or is generally known as the person whom the employee, in a direct line of authority, intends to marry or with whom the person, in direct line of authority, intends to form a household, or any other person having the same legal residence as the person in direct line of authority.

**FAU Foundation**

*Initiating Authority:*

**Chief Executive Officer**

Signature: Danita D. Nias  
Name: Danita D. Nias  
Date: 5/16/18

**Chairman**

Signature: Stewart Martin  
Name: Stewart Martin  
Date: 5/14/18

*Asst. VP Finance and Administration*

Signature: Sharon Brown  
Name: Sharon Brown  
Date: 5/11/18