

**Christopher Newport University
Policy and Procedures**



Policy: Marital Status of Employees (Nepotism)

Policy Number: 5055

Date of Current Revision: June 27, 2000

Executive Oversight: Provost, Office of Human Resources

Contact Office: Provost, Office of Human Resources

Policy:

The University has appointed persons to be employees of the University who are married to other employees of the University. Section §2.2-3106.C of *The Virginia Code* generally prohibits spouses to be employed by the same institution of higher education, unless the Board of Visitors insures the following:

- 1 All of the employees of Christopher Newport University who are married to other employees of Christopher Newport University are engaged in teaching, research, or administrative support positions; and
- 2 It is in the best interest of both the University and the Commonwealth for this dual employment to exist and to continue; and
- 3 The University ensures that no university employee has the authority to supervise, evaluate, or make personnel decisions regarding his/her spouse.

The Provost is responsible for insuring compliance with this policy for teaching and research faculty and the Office of Human Resources is responsible for insuring compliance for all other University employees.

Approval and Revisions:

Approved By: Board of Visitors, Resolution 4, June 27, 2000; President, Provost

Code of Virginia references changed from 2.1-639 to 2.2-3106, July 1, 2001