



POLICY RESOURCES

Human resources services are provided to Marshall University Research Corporation by
Marshall University Human Resource Services
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Applies to:	Marshall University Research Corporation (MURC)
Title:	Employment of Relatives
Number:	4
Effective Date:	10/01/06
Last Revision Date:	

Relatives of persons currently employed by the Marshall University Research Corporation (MURC) may be employed by MURC only if they will not be working directly for or supervising a relative or will not occupy a position in the same line of authority within MURC. The phrase "in the same line of authority" applies to any relative, situated higher or lower in MURC, who has the authority to review employment decisions. For purposes of this policy, a relative is any person who is related by blood or marriage or whose relationship with the employee is similar to that of persons who are related by blood or marriage.

MURC employees may not be transferred into a reporting relationship that would conflict with the provisions of this policy. If the relative relationship is established after employment, the individuals concerned will decide with supervisory approval which employee is to be transferred. If a decision is not reached after thirty calendar days, MURC management will make the decision. If an acceptable transfer cannot be accomplished within 60 days, MURC management will proceed to layoff or terminate the employee with the least total MURC service.

In other cases where in the opinion of MURC management a conflict or the potential for conflict arises, even it does not involve a supervisory-subordinate relationship, the parties may be separated by reassignment or may be terminated from employment.

HUMAN RESOURCE SERVICES POLICIES AND PROCEDURES PROVIDED FOR MARSHALL UNIVERSITY RESEARCH CORPORATION (MURC) APPEAR ON THE MURC WEB SITE. TO NAVIGATE TO THE HUMAN RESOURCES POLICIES AND PROCEDURES, PLEASE CLICK **HUMAN RESOURCES** ON THE MURC HOME PAGE AT <http://www.marshall.edu/murc/>. MARSHALL UNIVERSITY HUMAN RESOURCE SERVICES PROVIDES HUMAN RESOURCES SUPPORT TO MURC. THIS POLICY IS COPYRIGHTED BY MARSHALL UNIVERSITY. FOR ANY QUESTIONS ON THIS POLICY, PLEASE CONTACT HUMAN RESOURCE SERVICES AT THE ADDRESS AT THE TOP OF THIS POLICY.

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