

**The Lutheran University Association, Inc.
d/b/a Valparaiso University**

University Nepotism Policy

Valparaiso University encourages current employees to communicate vacant positions on campus with acquaintances, friends, and relatives who possess the skills, experience, and education level for the position. However, the University does not hire, promote, or transfer close family members related by blood, marriage, or adoption into a position that creates an immediate supervisor - employee relationship between the relatives.

For the purposes of this policy, “a relative” applies to the following relationships: spouse, child, parent, brother, sister, grandparent, grandchild, or in-law. If such a supervisory relationship occurs, the University may reorganize the personnel within the department or office so as to remove the potential for conflict of interest.