

100.11 Employment and Supervisory Guidelines of Immediate Family Members within Facilities Management

The employment of immediate family members in the same work unit of an organization may cause serious conflict and is discouraged. Individuals who are related to current university employees may apply and be considered without prejudice for any advertised positions at CSU. However, any CSU employee who is related to the applicant cannot participate in the hiring process.

Facilities Management will monitor situations where family relationships exist in the same work units. In case of actual or potential problems, Facilities Management will evaluate and if determined necessary, make adjustments.

Immediate family members are not allowed to enter in a direct supervisor/subordinate relationship. This does not imply that family members are not allowed to be in the same supervisory hierarchy. Department protocol will require at least one intermediate supervisor between family members in the same supervisory hierarchy. For definition of “immediate family member”, contact Personnel Section, Facilities Management.