

Fairmont State University Board of Governors
POLICY NO. 41

TITLE: INSTITUTIONAL EMPLOYMENT AND FAMILY RELATIONSHIPS

EFFECTIVE DATE: November 10, 2005

Fairmont State University encourages applications/résumés/vitae from spouses, partners, and other family members of current employees. Such candidates will receive full consideration for available positions for which they apply and are qualified. Consistent with Fairmont State's diversity goals and affirmative action policies, applications are especially welcome from members of underrepresented groups.

In an effort to support the relocation of a family, Fairmont State personnel will, as appropriate, assist with referrals to outside agencies for employment for spouses and other family members who accompany newly-appointed faculty or staff to Fairmont State.

While there is no stated or implied rule against the consideration of more than one member of the same family for employment within the same unit of Fairmont State, faculty, administrators and other staff cannot supervise, initiate, or participate in institutional decisions involving a direct benefit (initial appointment, retention, promotion, salary, leave of absence, etc.) to members of their immediate families. Immediate family members are defined as individuals who are related to the employee as father, mother, son, daughter, brother, sister, spouse, or cohabitating sexual partner.