

VIRGINIA STATE UNIVERSITY

Section:	Human Resources
Procedure Number:	807
Procedure Name:	Conflict of Interest Act
Applicability:	To All Employees of Virginia State University
Effective Date:	March 25, 1998
Review Date:	March 25, 1998 Supersedes Executive Memorandum Number 91-2, issued on October 6, 1991, and entitled "Conflict of Interest Act"
Revision Date:	September 1, 1999

I. Purpose

Virginia State University is committed to providing equal employment opportunity to its employees on the basis of qualification and merit without regard to race, political affiliation, sex, color, national origin, religion, age, or veteran status. In addition, the University does not discriminate on the basis of disability and, where appropriate, makes necessary reasonable accommodations therefor. However, nepotism will not be condoned in the work place.

II. Procedure

The University must be in full compliance with the State and Local Government Conflict of Interest Act (spouse, son, daughter, father, mother, brother, sister, or other person, whether or not related by blood or marriage, if such person receives from the employee or support, living in the same household), may not work in the same department and may not be considered for positions in other areas where a family member is in position to exercise control or otherwise influence the employment activities of another family member.

Should nepotistic cases surface as a result of this policy, each case will be reviewed on its individual merit. Any exceptions must be approved by the President.

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APPROVED BY: _____
President

DATE: _____