



Conflict of Interest Issues Associated with Student/Employee Familial Relationships

The potential for conflict or perceived conflict exists when a relative of an employee participates in a College of Law academic program, or when a College of Law employee — other than an employee whose work is ancillary to his or her student status — is simultaneously enrolled in a College of Law academic program. In either circumstance, the employee must actively seek to avoid situations in which a conflict may exist or be perceived; in addition, a student whose relative is a College of Law employee also must strive to avoid actual or perceived conflicts.

Employees who seek to enroll in a College of Law academic program should meet with Human Resources to verify that attendance would be permitted while employed in their current role, because employees of certain departments are not eligible to attend unless a transfer to an appropriate available position can be arranged. Employees attending an academic program cannot hold a dual-employment status (that is, both a student worker and an employee). When an employee's relative enrolls in an academic program, the College of Law reserves the right to adjust the employee's assignment or job duties to negate or minimize any potential actual or perceived conflict issues.

In addition, students with relatives who are College of Law employees also are expected to avoid situations in which actual or perceived conflict may exist. For example, a student whose relative is a faculty member cannot enroll in that faculty member's course, work for the faculty member as a student employee, or seek any special advantage or privilege based upon that relationship. The College of Law reserves the right to preclude a student's participation in any program or activity where an actual or perceived conflict cannot be avoided.

Administrative policy enacted July 2008, revised August 2, 2010 (re-printed from Employee Handbook section 1.15).