

COMPLIANCE CHATTER

# Ethics Edition



## Highlighting Ethics News and Resources

**This week's topic:** Hiring and Contracting Relatives

## When Relatives Work at UConn

The employment or contracting for service of relatives in the same department or area of an organization may cause conflicts and serve as the basis for complaints concerning disparate treatment and favoritism as well as violations of the State Code of Ethics.

**The UConn Policy on Employment and Contracting for Service of Relatives** is in place to mitigate these types of conflicts and complaints, and to ensure ethical practices related to hiring and working with relatives.

## Who is Considered a Relative Under the Policy?

Spouse	Child or Step-Child
Child's Spouse	Parent
Sibling	Sibling-in-Law
Dependent Relative	Relative Living in Your Household

## Key Takeaways From the Policy

No employee may be the direct supervisor of or take any action which would affect the financial interests of one's relative.

No employee may use their position to influence an employment action of a non-relative if such action would benefit one's relative.

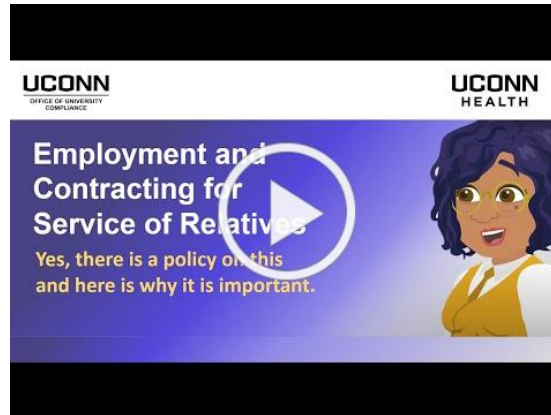
## Conflict of Interest Disclosure Form

Employees are required to complete a Conflict of Interest (COI) Disclosure Form prior to taking any action that may present a conflict. The COI form is designed to assist employees with

disclosing potential or actual conflict of interest as well as document any mitigation action put in place to resolve the conflict.

## Conflict of Interest Disclosure Form

Check out this Compliance Clip to Learn More



## Resource Hub



University Guide to the State Code of Ethics



University Compliance Ethics Resources



Connecticut Office of State Ethics

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University of Connecticut | 28 Professional Park Rd (Unit 5084) , Storrs, CT 06268

[Unsubscribe elizabeth.vitullo@uconn.edu](mailto:unsubscribe.elizabeth.vitullo@uconn.edu)

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