

Complete Policy Title:  
**Academic Appointment and Assessment  
of Relatives**

Policy Number (if applicable):  
**SPS A6**

Approved by:  
**Senate  
Board of Governors**

Date of Most Recent Approval:  
**December 14, 2011  
December 15, 2011**

Date of Original Approval(s):  
**June 12, 1974**

Supersedes/Amends Policy dated:  
**June 12, 1974 (SPS 8)**

Responsible Executive:  
**Provost and Vice-President (Academic)**

Enquiries:  
[Policy \(University Secretariat\)](#)

**DISCLAIMER:** *If there is a Discrepancy between this electronic policy and the written copy held by the policy owner, the written copy prevails*

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It is understood that the merit of each individual is the overriding consideration in all matters involving the academic appointment or assessment of faculty. Therefore, the existence of a family relationship shall not prohibit an individual from holding an academic appointment. However, faculty members and academic administrators normally shall not take part in any proceedings at any level (including appointment, salary, tenure, promotion, permanence and research leave considerations) which affect the career of a family member, or former family member (spouse, common-law partner, parent, in-law, sibling, child or step-child). As outlined in the [Code of Conduct for Faculty](#), individuals are required to disclose conflicts of interest or other circumstances which may reasonably introduce or appear to introduce bias into any academic or administrative decision to which they may be a party.<sup>1</sup>

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<sup>1</sup> Please refer also to the [Conflict of Interest Policy for Employees](#).