

Anti-Nepotism Policy for Communications Internships and Volunteer Client Projects

Purpose

In the course of fulfilling graduation requirements for a Communications degree at Brigham Young University, students will complete at least one department-approved internship and may also take classes that involve pro bono work (such as public relations or advertising projects) for volunteer clients.

Since students receive grades and/or course credit for these internship and volunteer client experiences, it is vital that the criteria for assessing student performance be as fair and objective as possible. This includes an evaluation process that is merit-based and free of favoritism. To help accomplish this goal, the BYU Department of Communications has put into place an anti-nepotism policy for internships and volunteer client projects.

Policy

Communications students may not fulfill department-sponsored internships, or internship or volunteer projects for which they receive grades or credit towards graduation, under the supervision of any immediate family members. In addition, students may not fulfill internships or volunteer projects for organizations owned or managed by any immediate family members. For the purposes of this policy, "immediate family" is defined as a spouse, parent, child, sibling, grandparent, aunt, uncle, first cousin, corresponding in-law, "step" relation or any member of the student's household.

Upon accepting an internship for a grade, credit, or Department graduation requirement, students will be asked to sign and return a copy of this policy to the Communications Internship Office, indicating that they have complied. Students fulfilling volunteer client projects for any Department of Communications courses (such as Communications 421) will be asked to sign the same form for their instructors. Any exceptions to this policy must be approved by the Department.

This policy is consistent with the University's anti-nepotism policy for full- and part-time employees, including student employees.

Compliance with the Anti-Nepotism Policy

By signing this form, I affirm that I have read, understand and comply with this anti-nepotism policy. I further affirm that any for-credit or for-grade communications internships and any required volunteer client communications projects I complete will not be performed for, performed under the supervision of, or performed for an organization owned or managed by any of my immediate family members (as defined above).

Signature: _____ Date: _____