



---

## 1A-8 NEPOTISM

The nepotism policy ensures that individuals cannot influence the hiring, promotion, or discipline of a close relative. The policy reduces the perception of favoritism by requiring all employees to disclose relevant conflicts, such as a close personal or business relationship with a prospective employee, and by restricting that employee's involvement with employment decisions relating to his relative.

### Procedure

*Texas Government Code*, (Chapter 573) prohibits public officials from appointing any individual to a position that is to be directly or indirectly compensated from public funds or fees of office if the individual is related to the public official within the second degree by affinity or within the third degree by consanguinity.

Even though the appointment of a person would not be prohibited by the *Texas Government Code*, no employee of Reeves County may approve, recommend, or otherwise act with regard to the appointment, reappointment, promotion, or salary of any person related to such an employee as outlined below regardless of the source of funds for the payment of salary. This provision also includes individuals hired as private contractors.

### Prior Continuous Employment Exception

If a person running for a public office that has a close relative who is currently a public employee is elected, the close relative might have to resign if they are not protected by the prior continuous employment exception (Gov. Code § 573.062).

Employee may continue employment if the employee has been continuously employed (uninterrupted) for a **sufficient time period immediately prior** to the appointment or election of the close relative.

- 30 days if public official is appointed
- Six months if public official is elected in an election other than the general county and state election
- One year if public official is elected in the general county and state election

### Supervision

If the appointment, reappointment, or promotion of a person places him or her under an administrative supervisor related within the specified degree, all subsequent actions with regard to the evaluation, reappointment, promotion, or salary shall be the responsibility of the next highest administrator to make a written review of the work performance of a such employee at least annually and to submit each review for approval or disapproval by the institution's Chief Human Resources Officer in the case of classified employees or the Chancellor or the president in the case of faculty or non-classified employees.



---

## **Promotion**

If the appointment, reappointment, or promotion of a person places him or her in an administrative or supervisory position with the responsibility to approve, recommend, or otherwise act with regard to the reappointment, promotion, or salary of a person who is related to them within the above degree specified, all subsequent actions regarding the evaluation, reappointment, promotion, or salary of such person shall be made by the next highest supervisor.

## **Marriage**

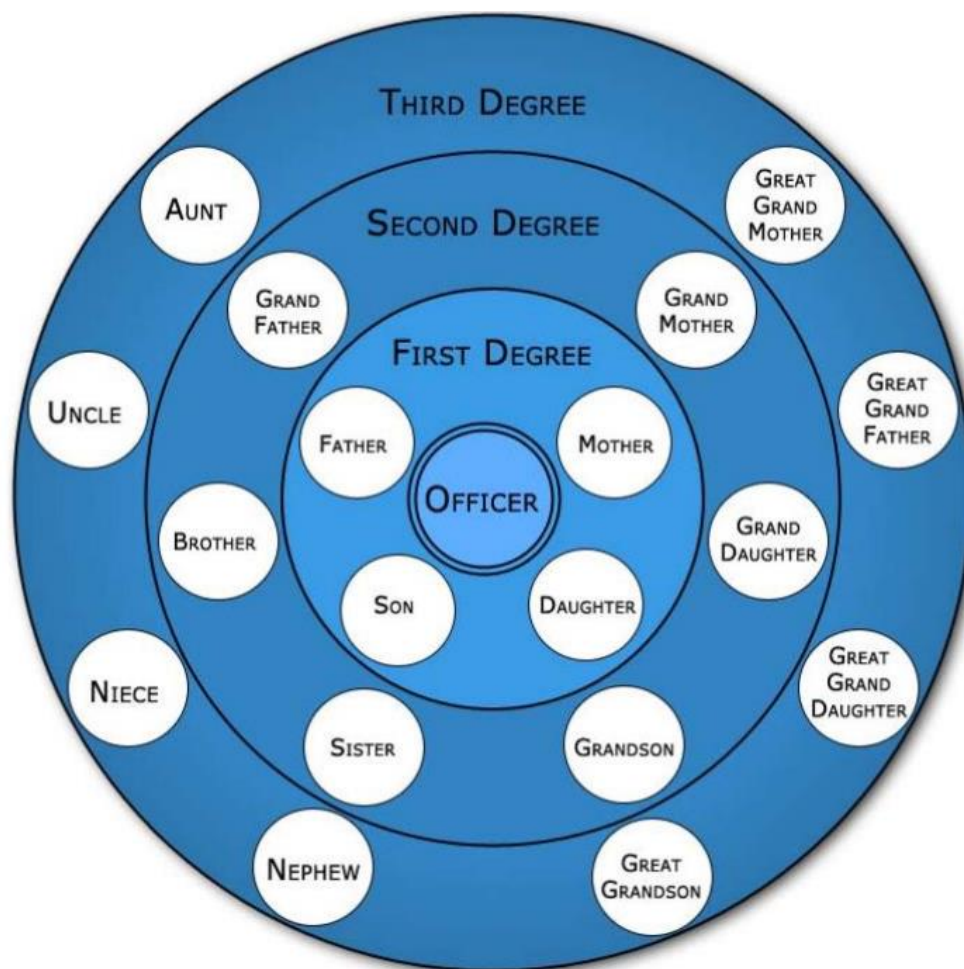
This policy shall apply to situations where two employees marry, and one spouse is the supervisor of the other.



## Relationship by Blood

Relationship by blood (consanguinity) as determined by Texas Government Code, Chapter 573 (see also Relationships by Consanguinity chart):

- (a) First degree is the employee's father, mother, son, or daughter.
- (b) Second degree is the employee's brother, sister, grandfather, grandmother, grandson, or granddaughter.
- (c) Third degree is the employee's uncle or aunt (who is a brother or sister of the employee's parent), nephew or niece (who is a child of the employee's brother or sister), great grandfather, great grandmother, great grandson or great granddaughter.



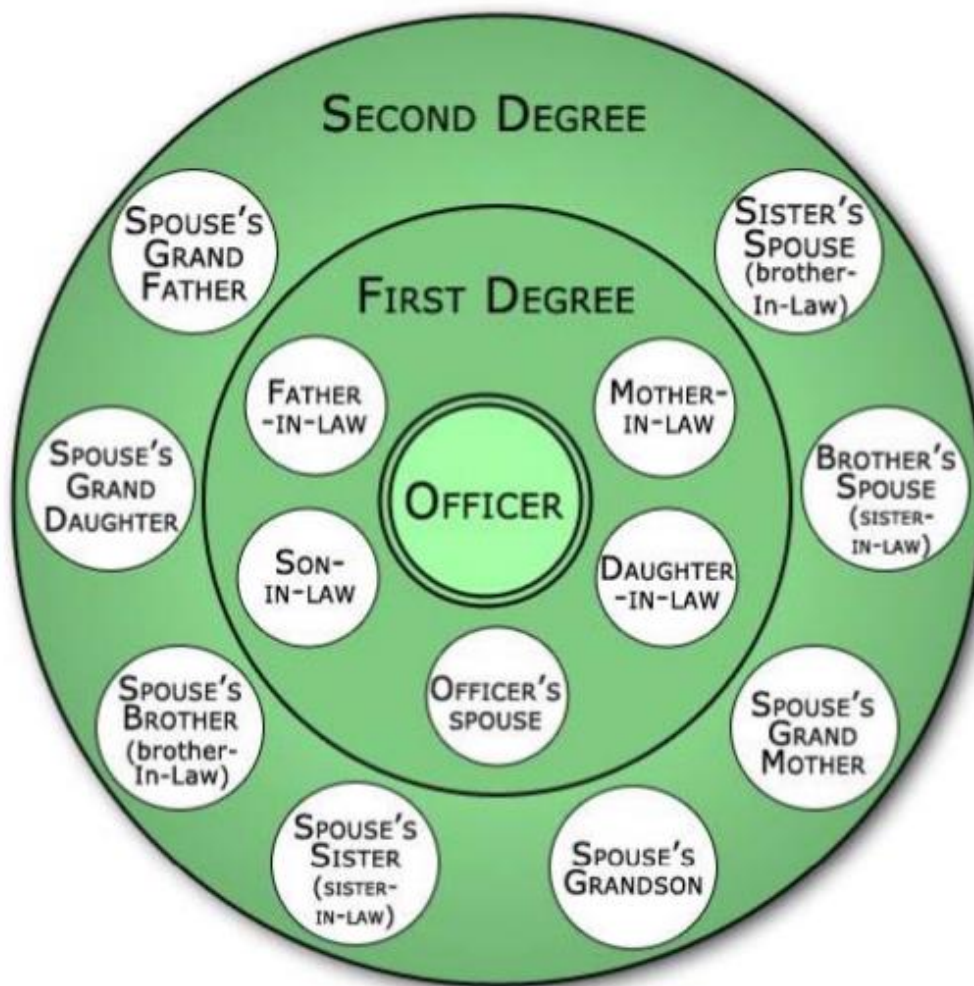
**CONSANGUINITY KINSHIP**  
Relationship by Blood



## Relationship by Marriage

Relationship by Marriage. Relationship by marriage (affinity) as determined by *Texas Government Code*, (Chapter 573) (see also Relationships by Affinity chart):

- (a) First degree is the employee's spouse, father-in-law, mother-in-law, son-in-law, daughter-in-law, stepparent, or stepchild.
- (b) Second degree is the employee's brother-in-law (sister's spouse or spouse's brother), employee's sister-in-law (brother's spouse or spouse's sister), spouse's grandfather, spouse's grandmother, spouse's grandson, spouse's granddaughter, spouse of the employee's grandparent, or spouse of the employee's grandchild.



## AFFINITY KINSHIP Relationship by Marriage