

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS  
NEPOTISM

DBE  
(EXHIBIT)

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These illustrations depict the relationships that violate the nepotism law:

Exhibit A: Nepotism Chart — 1 page

Exhibit B: Nepotism Chart: Degrees of Relationship — 1 page

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EXHIBIT A

NEPOTISM CHART

These illustrations depict the relationships that violate the nepotism law.

**CONSANGUINITY** The public official is the prospective employee's:  
(Blood) Kinship

First Degree	Parent	Child		
Second Degree	Grandparent	Grandchild	Sister/Brother	
Third Degree	Great-Grandparent	Great-Grandchild	Aunt/Uncle	Niece/Nephew

**AFFINITY** The public official's spouse is the prospective employee.  
(Marriage) Kinship

OR

The public official's spouse is the prospective employee's:

OR

The prospective employee's spouse is the public official's:

First Degree	Parent	Child	
Second Degree	Grandparent	Grandchild	Sister/Brother

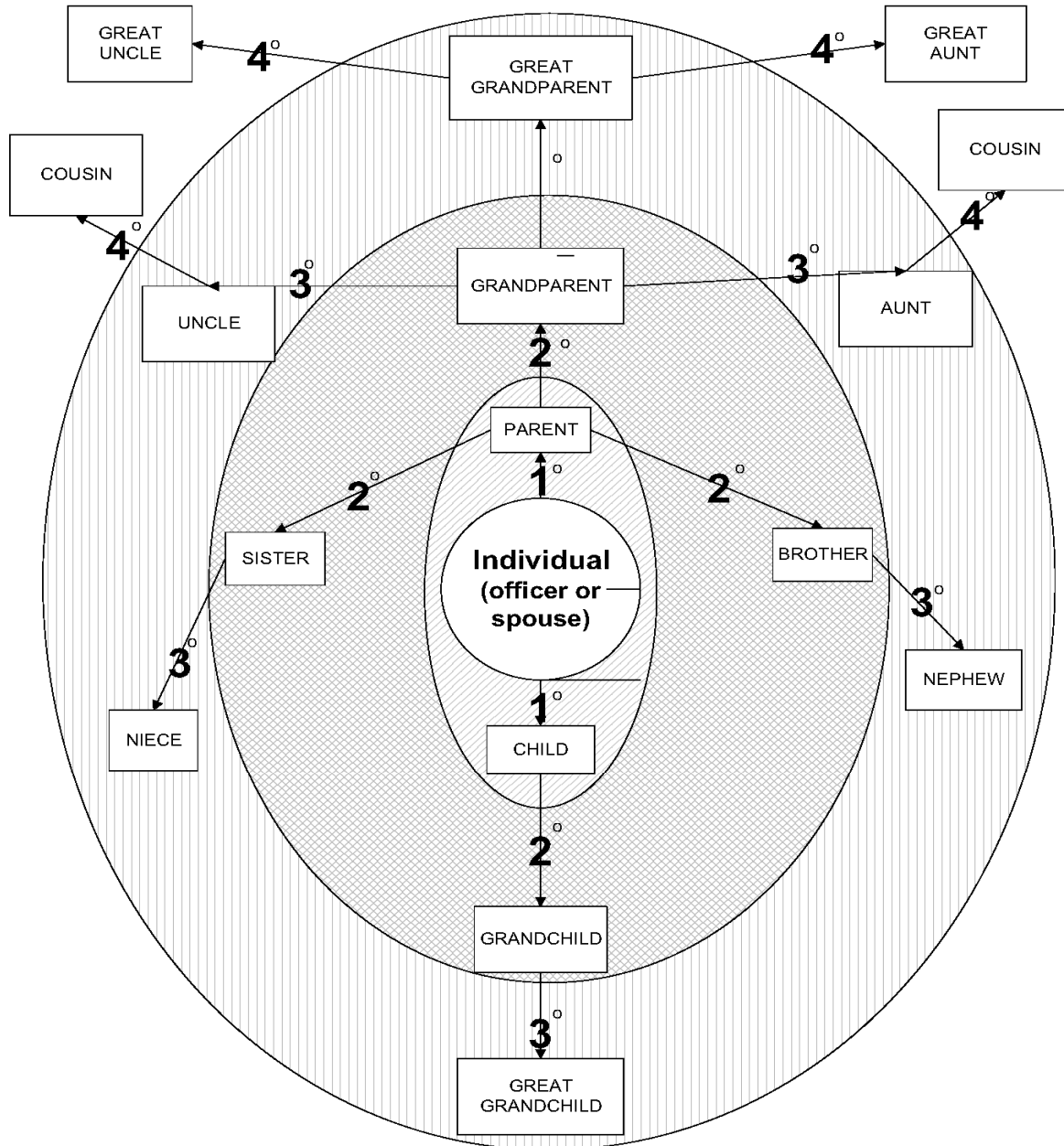
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**Note:** The spouses of two persons related by blood are not by that fact related. The affinity chart supposes only one affinity relationship between the public official and the prospective employee through either of their spouses.

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EXHIBIT B

NEPOTISM CHART: DEGREES OF RELATIONSHIP



When determining the degree of relationship by consanguinity, the individual in the center is the officer. For relationships by affinity, the officer's spouse is the individual in the center.

*Public Officers: Traps for the Unwary • Office of the Attorney General*