

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
NEPOTISM

DBE
(LOCAL)

**Hiring / Supervising
Relatives**

ESC employees with responsibility for recommending for hire or supervising other ESC personnel shall not recommend for hire or supervise relatives within the first degree by blood relationship or marriage relationship.

**Assignment of
Relatives**

Insofar as possible, relatives who are employed by the ESC shall be assigned to different departments or programs.

**Relatives of the
Executive Director**

Persons related to the Executive Director within the third degree by consanguinity (blood) or second degree by affinity (marriage) shall not be employed by the ESC.

Continuous
Employment
Exception

Nepotism prohibitions shall not apply to the confirmation or appointment of an individual to a position if the individual is employed in the position immediately before the employment of the Executive Director to whom the individual is related in a prohibited degree, and if that prior employment is continuous for at least six months immediately prior to the employment of the Executive Director .