

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS  
NEPOTISM

DBE  
(EXHIBIT)

These illustrations depict the relationships that violate the nepotism law.

CONSANGUINITY    Public official is 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  
(Marriage) Kinship

Public official's spouse is the prospective employee.

OR

Public official's spouse is prospective employee's:

OR

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 prospective employee through either of their spouses.

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