

NEPOTISM

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These illustrations depict the relationships that violate Texas nepotism laws. (Tex. Gov't Code, ch. 573)

CONSANGUINITY (Blood Relations)

Employment is prohibited if the public official is the prospective employee's:

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

AFFINITY (Marriage Relations)

Employment is prohibited if the:

Public official's spouse is the prospective employee.

OR

Public official's spouse is the prospective employee's:

OR

Prospective employee's spouse is the public official's:

First Degree	Parent	Child	
Second Degree	Grandparent	Grandchild	Sister/Brother

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

This document is continually updated, and references to online resources are hyperlinked, at tasb.org/Services/Legal-Services/TASB-School-Law-eSource/Personnel/documents/nepotism_chart.pdf. For more information on this and other school law topics, visit TASB School Law eSource at schoolawesource.tasb.org.

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