



### 3.10 NEPOTISM

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#### Rule

No employee or official responsible for personnel decisions shall show favoritism in such decisions toward an applicant or employee because the applicant or employee is a member of the employee or official's family. It shall be a violation of this rule for an employee or official to do any of the following:

1. hold a position which requires or which enables the employee or official to directly supervise a family member; or
2. evaluate the work performance of a family member; or
3. evaluate the application for employment of a family member; or
4. adjust an employment relations grievance or complaint of a family member; or
5. take any action with respect to an individual, which because of family membership, would violate a federal or state law or rule, or would violate conditions of eligibility for financial assistance from federal or state government.

In the event a violation of this rule results from the marriage of employees, the bureau involved shall take corrective action as soon as practicable through transfers, reorganization or other personnel actions.

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#### Definitions

"Family member" shall mean the employee's wife, husband, domestic partner, son, daughter, mother, father, brother, sister, brother-in-law, sister-in-law, son-in-law, daughter-in-law, mother-in-law, father-in-law, aunt, uncle, niece, nephew, stepparent or stepchild or equivalent relatives of an employee with a domestic partner.

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#### Procedure

Administration of this rule is the responsibility of the [Site Team Manager](#).

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#### Administrative Rule History

Adopted by Council March 6, 2002, Ordinance No. 176302  
Effective April 5, 2002  
Revised September 16, 2005

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