

Let's chat about nepotism in the work place.

You may not appoint, employ, promote, or advance your relative.

You may not voluntarily indicate for appointment, employment, or advancement of a relative to a position in DOI over which you exercise jurisdiction or control.

Relative means an individual who is related to an employee as a father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, brother-in-law, stepmother, step son, stepdaughter, step brother, half brother or half sister.

Holly, a senior official with the office of secretary has a new daughter-in-law who just graduated with a degree in political science and is looking for a job.

Holly called a friend who works for one of the bureaus and asks him to find a job for the young lady.

Is this okay?

No.

The friend should advise Holly that she's prohibited from recommending the appointment of her daughter-in-law.

If the daughter-in-law was appointed to the position, she would be in violation of the nepotism law, and would not be entitled to her pay.

Kelly, a college junior wants a summer job with the DOI where mom works.

Mom offers to drop Kelly's application off in the personnel office on her way to work.

Is this okay?

Yes.

She may drop off the application because Kelly's mother is not advocating that she be hired.

She may also pick up other hiring documents for Kelly.

When necessary to meet urgent needs resulting from an immediate threat to life or property, a national emergency, a public official may employ relatives to meet those needs without regard to the nepotism restrictions.

Such appointments are temporary and may not exceed 30 days, but the agency may extend such an appointment for one additional 30 day period if the emergency still exists at the time of the extension.

Forest fires raging out of control in Yosemite are needed.

Jackie and Katie, children of an NPS employee want to help.

Is it necessary for the NPS employee to hire her children?

Yes.

Jack and Katie are given an emergency appointment and hired on the spot to help fight the fire however, as soon as reinforcements are available or the emergency passes, their appointments are terminated.