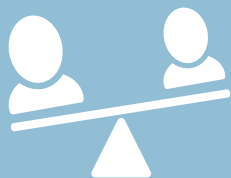
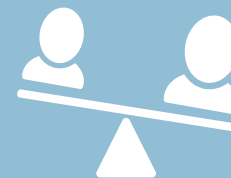


ETHICS AT A GLANCE

Neotism Restrictions - Can I supervise or participate in employment decisions regarding a relative?



Remember the nepotism restrictions in the Public Officers Law



Overview

Public Officers Law § 73(14) prohibits a state employee from supervising or participating in any decision to **hire, promote, discipline, or discharge** a relative who is, or is under consideration to become, a state employee. State employees are also prohibited from awarding a contract or investing state funds into a business in which a relative has an interest.

This law effectively prohibits a state employee from directly or indirectly supervising a relative or awarding a contract or investing state funds in a business in which a relative has an interest.

- Before you engage in any official employment decision regarding a relative, or if you are unsure if you have participated in a decision concerning a relative's employment, you should contact COELIG for guidance. Violating Public Officers Law § 73 can result in a maximum fine of \$40,000.
- Public Officers Law § 73(1)(m) defines a relative as "any person living in the same household as the covered individual or any person who is a direct descendant of that covered individual's grandparents or the spouse of such descendant."

[More information on nepotism restrictions for state officers and employees is available on COELIG's website.](#)

Questions?

Contact us by calling 1-800-87-ETHICS (3-8442) or by e-mail at GUIDANCE@ETHICS.NY.GOV. All guidance communications with COELIG are confidential.

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