

# Fort Knox CPAC...



## HR Tip of the Week

**What is nepotism?** Nepotism is the term used to describe the granting of improper preference, assistance, or advancement to an individual related by blood or marriage. In simpler terms, it means favoritism shown to a relative.

Nepotism is prohibited by law and is considered a prohibited personnel practice. Both 5 USC 2302(b) and 5 USC 3110(b) prohibit public officials from appointing, employing, promoting, or advocating the employment of relatives within their own agency. The law defines “relative” as father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, or half sister.

Federal employees can face serious disciplinary action, up to and including removal, if a charge of nepotism is sustained. To avoid allegations or even the appearance of nepotism, Federal employees should not be involved in any way with the employment of their relatives. Federal employees should not discuss their relative’s resume or interest in employment with anyone involved in the hiring process. Although there may be no ill-intent, the appearance of impropriety can be just as serious.

Look for our next HR Tip regarding the “59-minute rule”