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**Nepotism**

In the employment and assignment of personnel, close relatives may not be employed in the same school or under the same administrative unit head. One relative shall have no responsibility of a supervisory nature over the other.

For the purpose of this policy, close relatives shall be defined as including the mother, father, grandmother, grandfather, or grandchild of the employee or of the spouse of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law, brother or sister of the employee, or any relative living in the immediate household of the employee.

The provisions of this policy may be waived by the Executive Director when the assignment or placement of both relatives is of such a nature that no reasonable alternatives are available.

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**Policy Reference Disclaimer:** These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

**Note:** The State of Georgia has moved the Georgia Code. This new environment no longer allows us to link directly to the Georgia Code. For example enter 20-02-0211 in the search window and the Georgia Code will appear.

<b>State Reference</b>	<b>Description</b>
O.C.G.A 16-10-0001	<a href="#">Public officer - willful violation of terms of oath</a>
O.C.G.A 20-02-0058.1	<a href="#">"Immediate family" defined; employment of family members</a>
O.C.G.A 20-02-0101	<a href="#">Appointment of school superintendents</a>
O.C.G.A 45-10-0001	<a href="#">Code of Ethics for Government Service</a>
<b>Federal Reference</b>	<b>Description</b>
02 CFR 200.318	<a href="#">General procurement standards</a>

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**Last Revised: August 23, 2017**