

pools, gambling, political announcements or solicitations, or non-County-sponsored charitable solicitations or distributions, is prohibited.

If you have any further questions, please see your supervisor or human resources department.

## **Nepotism & Ethics**

(O.C.G.A. § 45-10-23)

Irwin County prohibits nepotism in employment decisions.

No public official or employee shall:

- Hire, promote, or supervise an immediate family member where such action is prohibited by Georgia law;
- Use official authority to benefit a relative financially or professionally.

For purposes of this policy, “relative” shall be defined consistent with Georgia conflict-of-interest statutes.

Violations of this policy may result in disciplinary action, up to and including termination.

The County wants to ensure that County practices do not create situations such as conflict of interest or favoritism. This extends to practices that involve hiring, promotion or job transfer. As such it is the County’s policy not to employ or assign within the same department of the County to include any offenses specific to local governments or if the department has separate divisions within the same division of a department of the County, any person related to a member of that department who is of closer relation by blood or marriage than first cousin.

- Close relatives, partners, those in a dating relationship, or members of the same household are not permitted to be in positions that have a reporting responsibility to each other.
- Close relatives are defined as spouse, parent, stepparent, child, stepchild, parent-in-law, child-in-law, sibling, sibling-in-law, grandparent, aunt, uncle, nephew, niece, cousin, domestic partner, or any relative or person residing in the employee’s or official’s household.
- If employees begin a dating relationship or become relatives, partners, or members of the same household, and if one party is in a supervisory position, that person must immediately inform the County. The County will make reasonable efforts to continue to employ both employees if operationally feasible.