



# Ethics Reminder

A REMINDER FROM THE NEW YORK STATE JOINT COMMISSION ON PUBLIC ETHICS

## IT'S NOT ALL IN THE FAMILY...

### Remember the NEPOTISM restrictions in the Public Officers Law

Public Officers Law § 73(14) prohibits a State employee from participating in any decision to **hire, promote, discipline, or discharge** a relative who is, or under consideration to become, a State employee.

This rule effectively prohibits a State employee from directly or indirectly **supervising** a relative.

Before you engage in any official decision regarding a relative, or if you are unsure if you have participated in a decision concerning a relative's employment, you should contact JCOPE for guidance.

**REMEMBER: Violations of Public Officers Law § 73 can result in a maximum fine of \$40,000.**

*The Joint Commission on Public Ethics periodically releases Ethics Reminders. Each Ethics Reminder is a brief and easy to understand synopsis of the laws and rules under the Commission's jurisdiction. Ethics Reminders are issued to assist those subject to the Commission's jurisdiction in understanding and complying with their obligations under the law.*

Have Questions? Contact us by calling **1-800-87-ETHICS (3-8442)** or by e-mail at [legal@jcope.ny.gov](mailto:legal@jcope.ny.gov). All communications with JCOPE are confidential.