
**Workforce Investment Act
State Compliance Policies**

SECTION: 4.6

Nepotism

July 2005

I. Introduction:

- A. Pursuant to Item 14, General Assurances, Certifications and Other Provisions of the Interagency Agreement, grantees will comply with the Nevada Revised Statutes (NRS) 281.210(1).

"It is unlawful for any individual acting as a school trustee, state, township, municipal or county official, or as an employing authority of the University and Community College System of Nevada, any school district or of the state, any town, city or county, or for any state or local board, agency or commission, elected or appointed, to employ in any capacity on behalf of the State of Nevada, or any county, township, municipality or school district thereof, or the University and Community College System of Nevada, any relative of such a person or of any member of such board, agency or commission, who is within the third degree of consanguinity of affinity....."

- B. For purposes of this policy, the **third degree of consanguinity/immediate family** means wife, husband, son, daughter, mother, father, brother, brother-in-law, sister, sister-in-law, son-in-law, daughter-in-law, mother-in-law, father-in-law, aunt, uncle, niece, nephew, grandson, granddaughter, grandparent, stepparent, and stepchild.
- C. The policy of the state shall be to extend prohibitions of NRS 281.210, which apply to employment and hiring, to include the enrollment of participants in WIA programs in Nevada.

II. Miscellaneous Provisions:

- A. It shall be considered nepotism to enroll as a participant any member of the immediate family of a grantee employee who is acting in an administrative capacity. The phrase "acting in an administrative capacity" means employees who, by virtue of their position, exercise supervisory authority over other employees.
- B. An immediate family member of a grantee employee not acting in an administrative capacity or of a contracted public agency may be enrolled as participant in a WIA program. LWIBs are to notify the state of any such placements so that the participant's files are included in the next regularly scheduled monitoring.
- C. Nothing in this policy shall preclude a grantee or contracted public agency from adopting more stringent standards for nepotism.