

**Texas Department of Criminal Justice
Nepotism Chart**

Consanguinity Kinship Relationship by Blood			Affinity Kinship Relationship by Marriage	
First Degree	Second Degree	Third Degree	First Degree	Second Degree
Father Mother Son Daughter	Grandfather Grandmother Grandson Granddaughter Brother Sister	Great-Grandfather Great-Grandmother Great-Grandson Great-Granddaughter Uncle Aunt Nephew Niece	Spouse Father-in-law Mother-in-law Son-in-law Daughter-in-law Stepfather Stepmother Stepson Stepdaughter	Stepbrother Stepbrother's Spouse Brother's Spouse Stepsister Stepsister's Spouse Sister's Spouse Step-Grandfather Step-Grandmother Step-Grandson Step-Granddaughter Spouse's Sister Spouse's Stepsister Spouse's Brother Spouse's Stepbrother Spouse's Grandfather Spouse's Step-Grandfather Spouse's Grandmother Spouse's Step-Grandmother Spouse's Grandson Spouse's Step-Grandson Spouse's Granddaughter Spouse's Step-Granddaughter

Half-blood relationships fall within the same degree as those of full blood.

Step relationships by affinity (marriage) fall within the same degree as those by consanguinity (blood). For example, a stepson would be considered the same as a son.

An adopted child is considered the child of the adoptive parents.

In cases where a marriage has ended by divorce, an employee continues to be related by affinity to the former spouse and the former spouse's relatives indicated on this chart as long as a natural or adopted child of the former marriage is living. In cases where a marriage has ended by death of a spouse, an employee continues to be related by affinity to the deceased spouse's relatives indicated on this chart as long as a natural or adopted child of the former marriage is living. If the employee remarries, these rules continue to apply for all former marriages.

An employee who claims to be married via an informal marriage for health insurance or any other benefit entitlement will be considered married via informal marriage for the purpose of a nepotism violation.