



REPLY TO  
ATTENTION OF:

**DEPARTMENT OF THE ARMY**  
ANNISTON ARMY DEPOT  
7 FRANKFORD AVENUE  
ANNISTON, ALABAMA 36201-4199

AMSTA-AN-RCP

REVISED  
22 January 2002

Commander's Policy Statement #51

SUBJECT: Nepotism

1. Federal law and regulations prohibit public officials from appointing, employing, promoting, or advancing any relative within the same agency. Also prohibited is the advocating for appointment, employment, promotion, or advancement of a relative.
2. Prohibitions extend to any participant in the selection or promotion process. I expect all supervisors to abstain from these prohibited areas.
3. The term "public officials" includes all supervisors regardless of grade. The term "relative" is defined as father, mother, son, daughter, brother, sister, aunt, uncle, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half-brother and half-sister.
4. Employment and assignment of close relatives in the same organizational unit (one in which they have the same immediate supervisor) will be avoided to the maximum extent consistent with established merit system principles.
5. Duty assignments will not be made whereby a supervisory relationship will exist between "relatives" or any other situation where favored treatment might ensure.
6. Exception to this policy will require approval of the Commander, HQAMC, and may only be approved in cases where the placement is required because of a non-discretionary requirement, e.g., reduction in force, and the employees rights cannot be satisfied otherwise.
7. The Civilian Personnel Officer will monitor all new appointments, promotions, reassignments and other placement actions to ensure that the above policies are followed. Any deviation will be brought to the attention of the Deputy to the Commander.

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8. This Policy Statement supersedes Policy Statement #51, dated 19 November 1997.

## Gerald Bates Jr

GERALD BATES, JR.  
Colonel, OD  
Commanding

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