

# Nepotism at Work Isn't Illegal

News

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Arizona attorney Shayna Balch provided insight in the article "Nepotism at Work Isn't Illegal" in the September 6 edition of the *Arizona Business Gazette*. Shayna said that, as a general rule, nepotism in the workplace is not illegal, but some circumstances could change that. If a manager supervises friends or relatives and treats them differently than members of a different race, national origin, sex or age, claims of discrimination or harassment may arise. If the employer hires friends and relatives to the point where it negatively impacts people of certain races, national origin, sex or age, it could violate anti-discrimination laws. Shayna noted that because it can create resentment in the workplace and decrease employee morale, many employers enforce policies that prohibit nepotism.

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