

Consanguinity and Affinity Relationship Chart

* From employee

Consanguinity (Includes individuals related by blood to the employee)			Affinity (Includes an employee's spouse and individuals related to the spouse)	
First Degree	Second Degree	Third Degree	First Degree	Second Degree
Parent	Grandparent	Great Grandparent	Spouse	Grandparent
Child	Grandchild	Great Grandchild	Parent	Grandchild
	Brother or Sister	Uncle or Aunt	Child	Brother or Sister
		Nephew or Niece		

An employee is the starting point from which all degrees of relationship are calculated. Individuals are related by consanguinity if one is a descendant of the other, or if they share a common ancestor. An adopted child is considered to be the child of an adoptive parent for this purpose. Individuals are related to each other by affinity if they are married to each other, or the spouse of one of the individuals is related by consanguinity to the other individual.

Approval must be obtained if the relationship is within the third degree by consanguinity (blood) or within the second degree by affinity (marriage). Refer to [UPPS 04.04.07 Nepotism and Related Employment](#) for more information.

*Texas Government Code, Sections 573.023 and 573.025; and *Degrees of Relationship Chart*, Texas Office of the Attorney General.