

THE VOICE OF ETHICS

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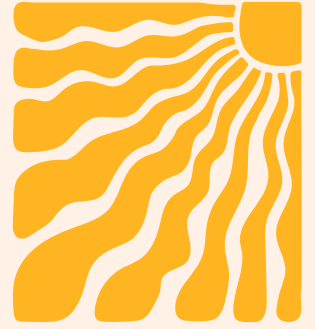
Shore Thing

Protection for Public Trust
as Vast as Lake Erie



Don't get burned by summer hiring

Apply some 50-SPF (Safeguard Public Fairness) before helping your kid land that lifeguard job



Pools are opening. Seasonal jobs are posted. Heed the no-diving sign!

Ohio Ethics Law prohibits public officials and employees from using their position to secure a public job for any family member — full-time, part-time, temporary, or seasonal. That means no hiring, no recommending, no nudging HR, no “just mentioning it.” If your family member is in the applicant pool, remove yourself from that process entirely — before it starts, and after, too. Approving a family member’s timesheets or supervising them on the job? Also prohibited, even if you had zero role in getting them hired.

What Zero SPF Looks Like

A school district maintenance supervisor filled out his daughter’s application, hand-delivered it to the superintendent, conducted her interview, made the hiring recommendation, then supervised her and approved her timesheets.

Each of those steps was its own violation. Belly flop after belly flop.

Hear this case and more on

[The Voice of Ethics: Earned, Not Gifted: Summer Job Edition podcast episode](#)

Minor Children — Even Stricter

For adult family members: yeah, stay out of it, but, sure, they can generally apply. For your minor child, the bar is higher. The law generally prohibits them from working for the same agency as their parent at all. Why? Because parents have a legal right to control a minor’s earnings. That’s a financial interest, whether you’d ever exercise that right or not.

The Only Exception (All Four Must be True)

1. Hiring process was fair and open
2. Broad opportunity given to all qualified applicants
3. Every non-related qualified applicant was already hired
4. Vacancies still exist after all that

Miss even one? The answer is no. Good intentions won’t keep you afloat. And “it’s how we’ve always done it” will sink you *fourth-degree felony* fast.

Let the [Public Jobs and Family Members Fact Sheet](#) be your life preserver!





Hears What's Happening on The Voice of Ethics Podcast



A county official moonlights as an Amazon delivery driver *in his county vehicle, while on county time* in [Side Hustle Main Event](#)



Bob Smith, 48-year Auditor of State's office veteran, rolls out a \$300,000 concept car factory that stalled in [Car Factory Caper](#)



A door-to-door salesman pitches a township administrator a potentially sticky situation in [Smooth Asphalt, Slippery Ethics](#)



Andria Williams from the City of Columbus stars in an out-of-this-world true story in [Et Tu, Vendor?](#)

Visit ethics.ohio.gov/ethicslaw/podcast.html, or find The Voice of Ethics on [Spotify](#), [YouTube Music](#), [Amazon Music](#), [Apple Podcasts](#), or wherever you listen.

Take care, be ethical!

Shining a Light on Ethics

Tailored Guidance for Ohio's Public Professionals



Understanding how the Ohio Ethics Law applies to your day-to-day work shouldn't feel overwhelming—and thanks to a robust collection of [fact sheets](#) available on our website, it doesn't have to be.

We've developed a collection of fact sheets that break down how the Ohio Ethics Law applies to specific professions and roles. Rather than offering just general guidance, these are tailored to the real situations people encounter in their day-to-day work.

Whether you're in public schools, townships, higher education, or a state board or commission, these materials are built with you in mind. Each fact sheet focuses on situations and questions that commonly arise within a specific profession, helping you better understand how the Ohio Ethics Law applies in real-world scenarios.

In these fact sheets, you'll find:

Role-specific guidance: zero in on the unique responsibilities and potential ethical considerations in your profession.

Plain-language explanations: straightforward, easy-to-understand information with many practical examples to illustrate how the law works in practice

Quick reference format: concise and accessible information helpful for both quick questions and ongoing learning.

We encourage you to explore the full collection and find the fact sheet that matches your public service field. Now is a great time to take a look—you might find exactly the guidance you didn't know you needed!

[Public School Districts and Public Universities](#)

[The Casino Control Commission](#)

[State Board and Commission Members](#)

[Coroners and Coroners' Offices](#)

[Township Trustees Serving as Volunteer Firefighters](#)

[Doing Business with Retirement Systems in Ohio](#)



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