Human Resources

BP 7310  NEPOTISM

References:
Government Code, Sections 1090 et seq. and 12940 et seq.;
Family Code, Sections 297 et seq.

The District does not prohibit the employment of a relative, an immediate family member
or domestic partner (as defined by Family Code, Sections 297 et seq.) of a current
employee in the same department or division, with the exception that they shall not be
assigned to a position within the same department, division, or site that has an immediate
family member, as defined below, who is in a position to recommend or influence
personnel decisions. Any employee of the District is also prohibited from making any
admissions, financial aid, work-study, student hourly employment or internship decisions
for student(s) who are relatives, domestic partners or in their immediate family.

Personnel decisions include appointment, retention, evaluation, tenure, work assignment,
promotion, demotion, or salary of the relative or domestic partner.

Relative or immediate family member as used in this policy refers to father, mother,
brother, sister, spouse, child, grandchild, stepfather, stepmother, stepson, stepdaughter,
mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law,
grandfather, grandfather-in-law, grandmother, grandmother-in-law, foster parents in lieu
of father or mother, foster children or family members living in the immediate household.
Pursuant to Board Policy 7510, a domestic partner and his/her immediate family members
shall have, insofar as permitted by California law, the same consideration as a spouse.

At anytime that an immediate family member or relative of a member of the Board of
Trustees is being considered for employment in any regular full-time, part-time, or hourly
capacity by the District, said member of the Board of Trustees shall make known the
family relationship before action is taken.

The District will make reasonable efforts to assign job duties to minimize the potential for
creating an adverse impact on supervision, safety, security, or morale, or creating other
potential conflicts of interest in dealing with employment of immediate family members.

Notwithstanding the above, the District retains the right where such placement has the
potential for creating an adverse impact on supervision, safety, security, or morale, or
involves other potential conflicts of interest, to refuse to place relatives or immediate
family members in the same department, division, or facility. The District retains the right
to reassign or transfer any person to eliminate the potential for creating an adverse impact
on supervision, safety, security, or morale, or involves other potential conflicts of interest.
