

Human Resources**BP 7310 NEPOTISM****References:**

Government Code, Sections 1090 et seq. and 12940 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, discipline, 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/their 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.

Office of Primary Responsibility: Vice President, Human Resources

Date Adopted: 12/10/08

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