

Human Resources

1 BP 7310 NEPOTISM

2 References:

3 Government Code, Sections 1090 et seq. and 12940 et seq.;

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

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

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

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

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

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

34 Office of Primary Responsibility: Vice President, Human Resources

Date Adopted: December 10, 2008

Date Revised: March 28, 2011

Date Reviewed: May 15, 2019

(Replaces former Cerritos CCD Policies 7000.14 and 7028)