



Board Policy 7310 Nepotism

Reference: *Government Code Section 12920 et seq., 1090 et seq.*

The District does not prohibit the employment of relatives or domestic partners (as defined by Family Code Section 297 et seq.) in the same department or division, with the exception that they shall not be assigned to a regular position within the same department, division or site that has an immediate family member who is in a position to recommend or influence personnel decisions.

Members of the Board of Trustees shall abstain from voting on personnel decisions that uniquely affect a relative of the Board member including collective bargaining agreements that affect a class of employees to which the relative belongs.

Personnel decisions include appointment, retention, evaluation, tenure, work assignment, promotion, demotion, or salary of the relative or domestic partner (as defined by Family Code Section 297 et seq.). Relative means spouse, parents, grandparents, siblings, children, grandchildren, in-laws, aunts, uncles, nieces, nephews, cousins, step-relatives, relationships by adoption, or any other relative living in the employee's home.

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.

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 spouses 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.

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