

BOARD POLICY 7310 NEPOTISM

The District does not prohibit the employment of relative 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 a relative who is in a position to recommend or influence personnel decisions.

Personnel decisions include appointment, retention, evaluation, tenure, work assignment, promotion, demotion, discipline, or salary of the relative. Board members and employees are prohibited from engaging in any act to use the authority, discretionary power, or the influence of his/her position to obtain or secure the employment or promotion of a relative.

Relative means spouse, registered domestic partner, parents, grandparents, siblings, children, step-children, nieces, nephews, grandchildren and in-laws.

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 relatives 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.

Reference:

Family Code Sections 297 *et seq.*;

Government Code Sections 1090 *et seq.* and 12940 *et seq.*

Approved by the Board of Trustees: February 12, 2013

Revised and approved by the Board of Trustees: March 14, 2017

Revised and approved by the Board of Trustees: February 26, 2019