

## BP 7310 Nepotism

The Superintendent/President shall:

- Allow the employment of relatives (or domestic partners as defined by Family Code Sections 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. “Personnel decisions” include appointment, retention, evaluation, tenure, work assignment, promotion, demotion, or salary of the relative (or domestic partner as defined by Family Code Sections 297 et seq.). “Immediate family” means spouse, parents, grandparents, siblings, children, grandchildren, in-laws, domestic partner, or any other relative living in the employee’s home.
- Ensure that 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.
- Ensure that 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.

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

Policy

Category: Executive Expectations

Adopted: 4/26/12  
(Replaces former Board Policy 7.1.8)