

BP 7310 Nepotism

The District shall hire, appoint, and promote employees in a manner that avoids the creation of an unfair advantage or disadvantage arising from an immediate family relationship.

The Superintendent/President shall:

- Allow the employment of relatives in the same department or division, with the exception that they shall not be assigned to a regular position that supervises, recommends or influences personnel decisions related to the immediate family member.

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

“Immediate family” means spouse, registered domestic partner as defined by Family Code Sections 297 et seq., parents, grandparents, siblings, children, step-children, grandchildren and in-laws, 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*)

Revised: 2/26/26