



BP 7310 Nepotism

The District prohibits the employment of relatives or domestic partners as defined by Family Code Section 297 et seq. in the same department.

Immediate family means spouse, registered domestic partner, parents, grandparents, siblings, children, stepchildren, grandchildren and in-laws or any other relative living in the employee's home.

When the District employs relatives in different departments, it 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. The District strictly prohibits the assignment of an employee to a regular position within the same department.

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 as defined above in the same 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. Any existing assignments where immediate family are employed in the same department shall be allowed to remain in the department under a grandfathering of this revision to the Board Policy. The grandfathering term of this revision shall not apply when any immediate family voluntarily leaves or is reassigned from the department.

Any exception[s] to this policy will require Board approval.

References:

Government Code Section 12920 et seq., and 1090 et se