

Chapter 7 – Human Resources

BP 7310 Nepotism

References:

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

The College does not prohibit 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, and in-laws or any other relative living in the employee's home.

The College 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 College retains the right of reassignment where such placement has the potential for creating an adverse impact on supervision, safety, security, or morale or involves other potential conflicts of interest. The College has the right to refuse to place spouses in the same department, division, or facility. The College 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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