BP 7310 Nepotism

References: Government Code Sections 1090 et seq. and 12940 et seq.

The District does not prohibit the employment of relatives 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.

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.

See Administrative Procedure 7310

Approved by Board of Trustees: July 5, 2016
Formerly BP 5810