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## **BP 7310 NEPOTISM**

### **References:**

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

The District 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, termination, or salary of the relative or domestic partners as defined by Family Code Sections 297 et seq.

Any recommendation of employment involving a member of the immediate family or domestic partner of a current employee shall contain notation of such fact and analysis of possible conflict of interest or other potential problems related to safety, security, supervision, or morale.

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

In the event employees decide to live in the same household, 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 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.