



# SAN DIEGO COMMUNITY COLLEGE DISTRICT

## Board of Trustees Policy

### Chapter 7 - Human Resources

#### BP 7310 NEPOTISM

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The District does not prohibit the employment of relatives or domestic partners in the same campus, department or office, with the exception that they shall not be assigned to a position within the same campus, department or office that has an immediate family member who is in a position to recommend or influence personnel decisions.

Personnel decisions include appointment (including serving on an applicant screening committee), retention, evaluation, tenure, work assignment, promotion, demotion, or salary of the relative or domestic partner

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

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.

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

Adopted: 9/11/2007