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4 **NEPOTISM**
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6 The District does not prohibit the employment of relatives [or domestic partners as defined by
7 Family Code Section 297 et seq.] in the same department or division, with the exception that they
8 shall not be assigned to a regular position within the same department, division or site that has an
9 immediate family member who is in a position to recommend or influence personnel decisions.

10 Personnel decisions include appointment, retention, evaluation, tenure, work assignment,
11 promotion, demotion, or salary of the relative [or domestic partner as defined by Family Code
12 Section 297 et seq.].

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

15 The District will make reasonable efforts to assign job duties to minimize the potential for creating
16 an adverse impact on supervision, safety, security, or morale, or creating other potential conflicts
17 of interest.

18 Notwithstanding the above, the District retains the right where such placement has the potential
19 for creating an adverse impact on supervision, safety, security, or morale, or involves other
20 potential conflicts of interest, to refuse to place spouses in the same department, division or
21 facility. The District retains the right to reassign or transfer any person to eliminate the potential
22 for creating an adverse impact on supervision, safety, security, or morale, or involves other
23 potential conflicts of interest.
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42 Reference:
43 Government Code Section 12920 et seq., 1090 et seq.
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45 APPROVED: 6/10/04
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