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Viewing: BP 7310 Nepotism

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Owner: [Human Resources Human Resources](#)
Policy Area: [Chapter 7 Human Resources](#)
References: [Legally Advised](#)

BP 7310 Nepotism

(Replaces current SBCCD BP 7310)

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, discipline, demotion, or salary of the relative or domestic partner as defined by Family Code Sections 297 et seq.

Immediate family means spouse, domestic partner, parents, grandparents, siblings, children, stepchildren, grandchildren, and in-laws or any other relative 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

est, to refuse to place spouses in the same department, division, or facility. The District 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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References:

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

Attachments

Approval Signatures

Step Description	Approver	Date
	Policy Stat	06/2019
	Policy Stat	05/2019
	Policy Stat	05/2019
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