

Board Policy 7310

Nepotism

The District does not prohibit the employment of relatives and of domestic partners as defined by the Family Code Section 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 included but are not limited to 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 current or former spouse/domestic partner, parents, grandparents, siblings, children, step-children, grandchildren and in-laws or any other relative related by birth or marriage.

Immediate family members of the Board of Trustees, Superintendent/President or Vice President(s) may not be appointed to any positions in the District.

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.

References:

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

El Camino College

Adopted: 6/11/01 (Replaced Board Policy #4100)

Amended: 5/16/11, 6/18/18