

## **BOARD POLICY 7310**

## **Nepotism**

The District allows the employment of relatives and of domestic partners as defined by the Family Code Section 290 et seq. in the same department or division; however, they shall not be assigned to any assignment 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 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 relative living in the employee's home.

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.

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

El Camino College  
Adopted: June 11, 2001  
Replaces Board Policy #4100  
Amended: May 16, 2011