



BOARD POLICY

No. 7310

MENDOCINO - LAKE COMMUNITY COLLEGE DISTRICT

NEPOTISM

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

Immediate family member means spouse or domestic partner, parents, grandparents, siblings, children, grandchildren and in-laws, or any other relative living in the employee's home. The District retains the right to identify further relationships as being governed by this policy when favoritism is perceived.

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

See Administrative Procedures 7310.1

References: Government Code Sections 12940 et seq., and 1090 et seq.

Adopted: December 19, 1978
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