
Board Policy
Chapter 7 – Human Resources

BP 7310 NEPOTISM**References:**

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

The District hires, appoints, and promotes employees in such a way as to avoid any opportunity for unfair advantage or disadvantage through the exercise of supervisory or evaluative responsibilities by a close relative of an employee.

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, registered domestic partner, parents, grandparents, siblings, children, step-children, 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 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.

Also see AP 7310 Nepotism, the Personnel Commission's Rules, and the related collective bargaining agreements for applicable employee groups.

Adopted: June 25, 1985

Revised: November 8, 2023

(Replaces former LBCC BP 3019)

1008) *Effective January 1, 2018.*)