



BOARD POLICY

7310

DESERT COMMUNITY COLLEGE DISTRICT

NEPOTISM

The District does not prohibit the employment of relatives or domestic partners as defined by 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 include appointment, retention, evaluation, tenure, work assignment, promotion, demotion, or salary of the relative or domestic partner as defined by Family Code Section 297 et seq.

Immediate family means spouse, registered domestic partner, parents, grandparents, siblings, children, step-children, grandchildren, in-laws, and domestic partner 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.

Reference: Government Code Sections 12940 et seq., 1090 et seq.

Administrator: VP, Human Resources

Approval Date: June 14, 2005

Board of Trustees Review: May 18, 2012

Executive Cabinet Review/Approval: October 6, 2020

College Planning Council/Information Item: October 23, 2020

Board Meeting Review/Approval – 1st Reading: November 13, 2020

Board Meeting Review/Approval – 2nd Reading: December 18, 2020

Next Review: December 2025