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**Kern Community College District**  
**Administrative Procedure**  
Chapter 7 – Human Resources

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**AP 7310 Nepotism**

**References:**

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

NOTE: This procedure is **legally advised**.

The District will allow flexibility in the application of its nepotism policy when relatives (or domestic partners as defined by Family Code Sections 297 et seq.) would be in the same department.

If two persons in the same department should marry or enter into a domestic partner relationship while both are employed by the District, they may continue their employment in the same department provided they do not work in any position that would require one to be in a decision-making role relative to the other.

In those instances where developments would result in a relative/partner having recommendation or decision-making responsibilities over another relative/partner, the appropriate Vice Chancellor in consultation with the Chancellor will intercede to ensure that there is no conflict of interest. Actions may include reassignment to another department.