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**Kern Community College District**  
**Board Policy**  
Chapter 7 – Human Resources

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**BP 7310**      **Nepotism**

**References:**

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

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

The District does not prohibit the employment of relatives (or domestic partners as defined by District Collective Bargaining Agreement or 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 employee decisions.

Personnel decisions include appointment, retention, evaluation, tenure, work assignment, promotion, discipline, demotion, or salary of the relative (or domestic partner as defined by District Collective Bargaining Agreement or Family Code Section 297 et seq.).

Immediate family means spouse, domestic partner, significant other, mother, step-mother, mother-in-law, father, step-father, father-in-law, grandparents, brother, step-brother, brother-in-law, sister, step-sister, sister-in-law, children, step-children, grandchildren, step-grandchildren, aunt, uncle, niece, and nephew 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 immediate family members in the same department, division, or facility. The District retains the right to reassign or transfer any person to eliminate the potential to create an adverse impact on supervision, safety, security, or morale, or involve other potential conflicts of interest.