



Policy

7310 Nepotism

The District does not prohibit the employment of relatives [or domestic partners as defined by Family Code Sections 297 et seq.], or those having close personal relationship 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. If such close relations are in the same chain of command, an alternate reporting, evaluation, and disciplinary structure will be established and maintained from the beginning of employment.

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.].

For purposes of the policy, “family member” as used in this section is defined as relatives or step-relatives bearing the following relationships to the employee or the employee’s spouse: son, daughter, spouse, mother, father, guardian, sister, brother, grandchild, foster child, foster parent, grandparent, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, step-parent, step-sibling, step-child, uncle, aunt, niece, nephew or any person living in the employee’s household. All references to “spouses” in the District’s policies or procedures shall be read to include registered domestic partners as permitted by California Law.

For purposes of the policy, “close personal relationships” as used in this section include, but are not limited to, cohabitants, housemates, and/or those in a dating relationship.

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 or other close relationships which may result in conflict of interest in the same department, division, facility, or chain of command. 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.

The District will not discriminate in favor of or against any job applicant because of a family member’s employment in the District. An employee will not be permitted to be the immediate supervisor of a family member or other close relationships.

1 Exceptions regarding immediate supervision may be made upon approval by the Chancellor, or the
2 Chancellor’s designee. Requests for approval will be submitted by the appropriate Chancellor’s Cabinet
3 member and will include a plan for hiring, assigning, and/or evaluating the family member that does not
4 involve a second family member.

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6 The Chancellor and Board of Trustees retain the right to refuse any assignment when, in their final
7 judgment, that assignment has potential for adverse impact on supervision, safety, security or morale,
8 and/or involves conflict of interest.

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10 **References:**

11 Government Code Section [12940 et seq.](#) and [1090 et seq.](#); Family Code Sections [297](#), [297.5](#), [298](#), [298.5](#),
12 [299](#), [299.2](#), and [299.3](#)

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14 **Adopted:** June 28, 2004

15 **Revision Adopted:** ~~February 8, 2012, September 12, 2018,~~ December 14, 2022

16 **Last Reviewed:** ~~September 12, 2018,~~ December 14, 2022

Administrative Procedure

7310 Nepotism

It is the policy of the Yosemite Community College District to employ the best qualified individuals based on the total needs of the communities it serves.

The District may employ for any position, qualified persons who are related to a current employee provided the following conditions are met:

- A. No employees of the District shall initiate or participate in personnel decisions such as appointment, retention, re-appointment, tenure, work assignment, promotion, demotion, salary, termination, leave of absence, etc., of family members; and
- B. No employees of the District shall participate in the evaluation of another person who is a family member; and
- C. No employees of the District shall exercise direct or indirect supervision, i.e. be in the same chain of command over another person who is a family member or other close relationships.

All employees have the responsibility for full disclosure in writing that a conflict of interest may exist to the dean, director, department head or other relevant administrator prior to making any employment decisions.

All disclosures additionally will be reported to the Board of Trustees and Chancellor.

References:

Government Code Sections [12940 et seq.](#) and [1090 et seq.](#); Family Code Sections [297](#), [297.5](#), [298](#), [298.5](#), [299](#), [299.2](#), and [299.3](#)

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