



## **AP 7310 NEPOTISM**

### **References:**

Government Code Sections 1090 et seq. and 12940 et seq.;  
Family Code Sections 297 et seq.

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 that they not work in any position that would require one to be in a recommendation or decision-making role relative to the other.

In those instances where organizational changes would result in a relative/partner having recommendation or decision-making responsibilities over another relative/partner, the appropriate Vice President in consultation with the Superintendent/President will intercede to ensure that there is no conflict of interest. Actions to resolve conflict of interest situations may include reassignment of one employee to another department or supervisor.

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**Approved:** April 13, 2016  
*(Replaces current SBCC AP 7310)*