



BOARD POLICY

No. 714

MENDOCINO - LAKE COMMUNITY COLLEGE DISTRICT

EMPLOYMENT AND ASSIGNMENT OF RELATIVES OF EMPLOYEES (NEPOTISM)

The District does not prohibit the employment of immediate family members; however, no person shall be employed or reassigned into a regular position that would cause him/her to directly supervise or be supervised by an immediate family member. For temporary position assignments, immediate family members may be employed when supervision is referred to the next level supervisor.

Employees shall not participate in the review and decision-making processes or other matters concerning employment, promotion, evaluation, retention, salary, discipline or termination of another employee who is an immediate family member.

As used herein, an immediate family member means spouse or domestic partner, parent, grandparent, sibling, child, grandchild, in-law, aunt, uncle, niece, nephew, step-relative in any of these categories, or any other relative living in the employee's house. The District retains the right to identify further relationships as being governed by this policy.

The District retains the right to not employ immediate family members in the same department or program and to reassign or transfer employees where such assignments have the potential for creating an adverse impact on supervision, safety, security, or morale, or involve other potential conflicts of interest.

Government Code Section 12920 et seq., 1090 et. seq.