

Note: This procedure is **legally advised** to comply with Gov. Code. Local practice may be inserted. **New – GCCCD Procedure**

First Reading–10/8/12  
Second Reading–11/5/12  
Final Reading–12/5/12

## **AP 7310      Nepotism**

Reference:            ***Government Code Sections 1090 et seq. and 12940 et seq.;***  
                             ***Family Code Section 297***

Date Issued:

---

[CCLC provided the AP template with legal notations only – no sample format was provided. Local practice is inserted, moved from the previously-approved Board Policy.]

The Grossmont-Cuyamaca Community College District (District) does not prohibit the employment of relatives or domestic partners as defined by Family Code Section 297, et seq., in the same department or division, with the exception that they shall not be assigned to a 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. Immediate family means spouse, parents, grandparents, siblings, children, grandchildren, and in-laws or any other relative living in the employee's home.

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

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.

The District retains the right to place, reassign, or transfer any person to eliminate the potential for creating an adverse impact on supervision, safety, security, or morale, or involving other potential conflicts of interest.

These procedures apply to all types of employment, such as full-time, part-time, temporary and student employees.