

Note: This policy is **legally advised** to comply with Gov. Code. It is *under general review* to coincide with the legally advised AP.

**Revised – GCCCD Policy**

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

**BP 7310      Nepotism**

**Reference:**            **Government Code Sections 12940, et seq. and 1090, et seq.**

Adoption Date:    August 21, 2001                      Last Updated: April 5, 2011

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*In compliance with applicable laws, the Grossmont-Cuyamaca Community College District (District) does not prohibit the employment of relatives. The Chancellor shall ensure that administrative procedures are written regarding nepotism or the employment of relatives for all District personnel.*

~~The 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.~~

~~This policy applies to all types of employment such as full-time, part-time, temporary or student hourly.~~ **[Moved to AP]**