

CITRUS COMMUNITY COLLEGE DISTRICT HUMAN RESOURCES

AP 7107 Nepotism

References: Government Code Sections 1090 et seq. and 12920 et seq.

General Provisions

While it is the policy of the District not to discriminate in its employment and personnel actions with respect to its employees and applicants on the basis of marital or familial status, the District retains the right to refuse to appoint a person to a position in the same department, division or facility, wherein his/her relationship (by way of being related as defined below under immediate family) to another employee has the potential for creating adverse impact on supervision, safety, security, or morale, or involves other potential conflicts of interest.

Immediate family means individuals who are related by blood, marriage or adoption, including the following relationships: spouse (including domestic partner as defined by Family Code Section 297 et seq.), child, step-children, parent, step-parent, grandparent, grandchild, brother, sister, half-brother, half-sister, aunt, uncle, niece, nephew, cousin, parent-in-law, daughter-in-law, son-in-law, brother-in-law and sister-in-law.

All applicants will be required to disclose whether he/she is related to any employee (as defined under immediate family) who is currently employed, regardless of assignment basis, by the District.

If an applicant discloses he/she is related to a current employee, the Director of Human Resources shall determine if there is a potential for adverse impact on supervision, safety, security, or morale, or involves other potential conflicts of interest. In the event such adverse impact is found, the applicant will not be permitted to be employed in the particular position which creates the potential adverse impact.

Board Approval	05/04/10
Desk Review	06/11/11
Revised	06/18/11
Revised	05/07/13
Desk Review	10/19/16