

Coast Community College District
BOARD POLICY
Chapter 7
Human Resources

BP 7310 Anti-Nepotism

References:

Government Code Sections 1090 et seq.

Administrative Procedure 7310 Anti-Nepotism

Board Policy 7120 Employee Recruitment and Selection and Administrative Procedures 7120, 7120A-E

This Policy is established to ensure that no employee or Trustee uses their position or authority to influence the hiring, compensation, tenure, retention, transfer, promotion, performance evaluation, discipline, supervision, or work assignment of a District employee or independent contractor based on relationships defined in Administrative Procedure 7310. Employment actions shall be conducted in a manner which prevents preferential treatment, improper influence, or conflict of interest. This Policy applies to all types of employment, including, but not limited to, full-time, part-time, temporary, student assistants, professional experts, as well as independent contractors.

Except as otherwise noted herein, this Policy does not prohibit the employment of relatives or registered domestic partners within the District. However, District employees and Trustees shall not participate in making recommendations or decisions regarding an individual employee affecting any aspect of employment based on relationships as defined in Administrative Procedure 7310.

Trustees and the Chancellor, Vice Chancellors, Presidents, Vice Presidents, Internal Audit employees, and Human Resources employees bear a higher responsibility to avoid the appearance of a conflict of interest. Therefore, the District shall not hire any person with whom a relationship exists, as defined in Administrative Procedure 7310, with a Trustee, Chancellor, Vice Chancellor, President, Vice President, Internal Audit employee, or Human Resources employee.

Adopted February 5, 2003

Revised August 18, 2010

Renumbered from CCCD Policy 050-1-1.9, Spring 2011

Revised July 13, 2016

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