

EMPLOYMENT REQUIREMENTS AND RESTRICTIONS
NEPOTISM

DBE
(LOCAL)

**Employment and
Supervision of
Relatives**

The College District shall not restrict the hiring of relatives of personnel already employed at the College District provided said relatives meet the requisite standards for the job for which they are applying.

However, no employee shall be assigned to work in a department or area under the supervision of his or her relative by blood or marriage. Additionally, no employee shall be assigned to work where the final decision or recommendations for employment actions rests with a person related by blood or marriage.

For purposes of this policy, the term "relative" shall include the following members of the employee's or employee's spouse's family: spouse, children, grandchildren, parents, siblings, aunts, uncles, nieces, nephews, or cousins (first or second).

Step relations shall be considered the same as relatives described above.