

SOLANO COMMUNITY COLLEGE DISTRICT

EMPLOYMENT OF IMMEDIATE FAMILY MEMBERS

4040

POLICY: Employees' relatives shall not be eligible for employment in positions where potential problems of supervision, safety, security, morale or potential conflicts of interest exist. Relatives include an employee's parent, child, spouse, brother, sister, aunt, uncle, in-laws, step relationships and any relative or domestic partner living in the immediate household of the employee.

Recommendation for employment involving a member of the immediate family or domestic partner of a current employee shall contain notation of such fact and analysis of possible conflict of interest or other potential problem related to safety, security, supervision, or morale.

No employee shall participate in personnel decisions to include employment, promotion, retention, evaluation, work assignment, demotion or termination of another employee who is a relative or domestic partner as defined above.

Notwithstanding the above, the District retains the right where such placement has the potential for creating an adverse impact on supervision, safety security or morale, or involves other potential conflicts of interest, to refuse to place spouses in the same department, division or facility. The District retains the right to reassign or transfer any person to eliminate the potential for creating an adverse impact on supervision, safety, security, or morale or involves other potential conflicts of interest.

**REFERENCES/
AUTHORITY:**

Solano Community College District Governing Board

Family Code, Section 297 et seq.

Government Code, Section 12920 et seq., 1090 et. seq.

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BP 4040

ADOPTED: May 19, 1982
REVISED: February 18, 1987, January 21, 2004, May 3, 2006