

CHAPTER 2: Administration and General Institution
BOARD POLICY NO. 2.22 (BP 7310)

BOARD POLICY
San Mateo County Community College District

Subject: BP 2.22 Employment of Relatives
Revision Date: 5/09; xx/xx
Policy References: Government Code Sections 1090 et seq. and 1290 et seq

1. The District shall not prohibit the employment of relatives or domestic partners **of current employees**. However, no employee of the District or Board member shall **directly** supervise a member of his/her immediate family or an individual living in the same household. No employee of the District or Board member shall **directly** supervise the supervisor of a member of his/her immediate family or an individual living in the same household.
2. No District employee or Board member shall serve on a committee for the purpose of selecting or evaluating an employment candidate if he/she is in the immediate family of or is living in the same household with any candidate being considered.
3. It is the intention of the Board to generally prohibit an employee or Board member from making employment-related decisions **of another employee related concerning a relative or household member** as described above; however, when essential for the operation of the District, an exception to this policy may be authorized by the Board.
4. For purposes of this section, "immediate family" is defined as: the spouse, domestic partner, child, **stepchild, stepsibling**, parent, grandparent, sister, brother, daughter- or son-in-law, sister- or brother-in-law, mother- or father-in-law of the employee or Board member or any relative living in the immediate household of the employee or Board member.