

The district will allow flexibility in the application of its nepotism policy when relatives (or domestic partners as defined by Family Code §297 et seq.) would be in the same department.

If two persons in the same department should marry or enter into a domestic partner relationship while both are employed by the district, they may continue their employment in the same department provided they not work in any position that would require one to be in a decision-making role relative to the other.

In those instances where developments would result in a relative/partner having recommending or decision-making responsibilities over another relative/partner, the appropriate vice president in consultation with superintendent/president will intercede to ensure that there is no conflict of interest. Actions may include reassignment to another department.