

The district may employ, for any position, qualified persons who are related to or are domestic partners of the current employees of the district provided all of the following conditions are met:

Employees of the district shall not initiate or participate in decisions involving a direct benefit (initial employment, supervision, evaluation, retention, promotion, salary, leave of absence, work schedule, etc.) to members of their immediate family or to the employee's domestic partner.

For purposes of this policy, "members of the immediate family" as used in this section means the mother, father, mother-in-law, father-in-law, grandmother or grandfather of the employee, the spouse, grandchild, son, son-in-law, daughter, daughter-in-law, stepson, stepdaughter, brother or sister of the employee or stepparents or any relative living in the immediate household of the employee.

For purposes of this policy, "domestic partner" is defined by California Family Code § 297 *et. seq.*

The district retains the right to reassign or transfer one of the related individuals or domestic partners to eliminate any potential for creating any adverse impact on supervision, safety, security, morale, or other potential conflicts of interest.

If, subsequent to appointment to any position, an employee becomes legally related to or a domestic partner of another employee of the district, the district may require one of the parties to change department or position to avoid a potential conflict of interest.

At any time that an immediate family member or relative of a member of the Board of Trustees (even though they are not employees of the district) is being considered for employment in any regular full-time, part-time, or hourly capacity by the district, said member of the Board of Trustees shall make known the family relationship in writing to the superintendent/president before action is taken. A spouse or domestic partner of a member of the Board of Trustees may not be considered for employment in any new position requiring approval by the Board of Trustees.

Nothing in this policy shall be construed to allow discrimination that is otherwise prohibited by law.