

ANTI-NEPOTISM POLICY

BP 5010

An employment decision shall not be based on whether an individual has a member of the same family unit, legally married or not, presently employed at Cabrillo College except as follows:

1. Cabrillo College employees who are also members of the same family unit shall not participate in the hiring, dismissal, promotion or supervision of the other.
2. In the event that two such relatives are in violation of the policy as a result of one being assigned supervision responsibilities over the other, the Superintendent/President shall assign an alternate supervisor to perform such duties.
3. In the event that two co-workers marry or cohabit, and that such marriage or cohabitation results in a violation of this policy, the Superintendent/President shall assign an alternate supervisor to perform such duties.
4. In all cases of nepotism the District shall make reasonable efforts to assign employment duties so as to minimize problems of supervision, safety, security or morale.

Adopted: April 4, 1988