Title: POLICY ON FAMILY AND ROMANTIC RELATIONSHIPS AT WORK	Number: BP 2.33
Legal Authority: Education Code Sections 70902	Related to CCLC BP XXXX

I.   Purpose

The District is committed to maintaining a professional work environment free of conflicts of interest, nepotism, and favoritism. A workplace where employees maintain clear boundaries between family, personal and work relationships leads to an environment that:

- Is fair, equitable, and safe;
- Promotes high employee morale; and
- Ensures trust in the District's merit-based employment system.

The purpose of this policy is to explain when family and romantic relationships may cause problems, or the appearance of problems, related to nepotism, favoritism, or conflicts of interest at work. This policy also establishes standards and disclosure requirements to prevent those problems from occurring.

Nepotism occurs when family members favor other family members in employment decisions. Nepotism does not align with the District's policy and practice of making employment decisions based solely on District needs, merit-based processes, and individual qualifications, skills, knowledge, abilities, and performance.

Romantic relationships between supervisors and subordinate employees may raise issues of conflict of interest, abuse of authority, or favoritism. These relationships also have the potential to adversely impact other employees. Moreover, the real or perceived power imbalance that may exist between a supervisor and a subordinate may raise questions about mutual consent.

The policy clarifies that direct supervision of related person (as defined in the policy to include both relatives and romantic relations s) is not allowed and that indirect supervision or related persons may only be allowed if a management plan is in place to address potential conflicts of interest.

Recommended by Participatory Governance Council: December 5, 2019	Page 1 of 1
Approved by Board of Trustees: June 25, 2020	