

Personnel – General

B. Employment

4012 Selection

Employment of Members of the Immediate Family

Recommendations for employment involving a member of the immediate family of a current employee shall contain notation of such fact, and an analysis of the possible conflict of interest or other disadvantage. No employee shall participate in the review and decision-making processes or other matters concerning employment, promotion, retention, or termination of another employee who is a member of the immediate family.

Appointment of an employee to an organizational unit where a member of the immediate family is assigned is subject to review and approval by the Chancellor. A "member of the immediate family" means the mother, father, grandmother, grandfather, or a grandchild of the employee or of the spouse of the employee; and the spouse, son, son-in-law, daughter, daughter-in-law, brother, sister, brother-in-law or sister-in-law of the employee; any relative living in the immediate household of the employee or domestic partner.

Questions to be Asked Candidates

No questions relating to political or religious opinions or affiliations, age, race, color, national origin or ancestry, disability, sex nor marital status shall be asked of any applicant, or shall any discrimination be exercised therefore.

Procedures for Selection

Selection procedures shall be in accordance with the District Staff Diversity and Equal Employment Opportunity Plan and with federal and state laws relating to equal employment opportunity.