

COLLEGE OF THE CANYONS

ACADEMIC SENATE/COLLEGE OF THE CANYONS FACULTY ASSOCIATION (COCFA) JOINT RESOLUTION on NEPOTISM

WHEREAS, relatives and domestic partners as defined by California Family Code Section 297 *et seq*, are not prohibited employment at College of the Canyons, with the exception that they shall not be assigned to a “regular” position within the same department, or division that has an immediate family member who is in a position to recommend or influence personnel decisions;

WHEREAS, the practice of Nepotism is generally disfavored and widely viewed as inequitable, allowing for conflicts of interest and creating the appearance of impropriety, especially in public institutions;

WHEREAS, Board Policy 7310 enables permissible nepotism for employees that are not categorically “regular” employees;

WHEREAS, Board Policy 7310, paragraph four, requires the District to “*make reasonable efforts to assign job duties to minimize the potential for creating an adverse impact on supervision, safety, security, or morale, or creating other potential conflicts of interests*” and whereby such adverse impacts can and sometimes do occur as a result of “short term” employees and related hiring processes;

NOW, THEREFORE, BE IT RESOLVED, the Academic Senate and COCFA support and value the legal right of gainful employment being extended to relatives and domestic partners as defined by California Family Code Section 297 *et seq*, including being hired in the same department or division, with the exception that they shall not be assigned to a position within the same department, or division that has an immediate family member who is in a position to recommend or influence personnel decisions;

NOW, THEREFORE, BE IT RESOLVED, the Academic Senate and COCFA reject any permissible nepotism and its corrosive effect on the morale of College staff and functions.

NOW, THEREFORE, BE IT RESOLVED, that paragraph four of Board Policy 7310 be interpreted to stand alone from paragraph one of that policy and thereby apply to all College positions.

NOW, THEREFORE, BE IT RESOLVED, the Academic Senate and COCFA request the Board of Trustees direct Administration to work in collegial consultation with the represented groups on campus to review the status of nepotism in current hiring practices as it relates to Board Policy 7310.

Approved by the Academic Senate, May 26, 2016