

**SAN DIEGO RIVER CONSERVANCY**

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## **San Diego River Conservancy's Draft Nepotism Policy**

This is a negotiable issue and may be addressed in the Bargaining Agreement(s). Consult the Bargaining Agreement to determine if it is covered in an Agreement for the Bargaining Unit in question. If the issue is not addressed, San Diego River Conservancy's policy applies as follows: It is the policy of the San Diego River Conservancy to recruit, hire and assign all employees on the basis of merit and fitness in accordance with civil service statutes, rules and regulations. Nepotism is expressly prohibited in the state workplace because it is antithetical to California's merit based civil service.

Nepotism is defined as the practice of an employee using his or her influence or power to aid or hinder another in the employment setting because of a personal relationship. Personal relationships for this purpose include but are not limited to, association by blood, adoption, marriage and/or cohabitation. (Statewide Guidance on Nepotism Policies, PML 2015-014)

It is the responsibility of the supervisor or manager responsible for employment and placement of employees to determine, taking into consideration the specific needs and characteristics of the agency, whether or not the employment or placement of individuals with personal relationships into any of the above employment situations will have potentially harmful or adverse effects on: work production, safety and security, employee morale, or the fair and impartial supervision, treatment, and evaluation of employees by supervisors in the agency.

It is the policy of this agency to avoid the employment of persons with close personal relationships into positions where nepotism could potentially occur. The intent of this policy is to eliminate the potential for nepotism to occur, not to prevent qualified personnel with close personal relationships from working within the Conservancy so long as the above conditions and problems do not exist.

### **Exceptions**

If the supervisor or manager determines that the employment or placement of individuals with close personal relationships will not have any of the abovementioned effects, or if some extreme recruiting difficulty exists, exceptions to the Conservancy's policy may be granted on a case-by-case basis by Executive Officer.