

Nepotism Policy

Purpose: The purpose of this policy is to avoid nepotism when hiring new employees of family members of members of the Board of Trustees and staff.

Terms: Family members shall include the following relationships: relationships established by blood, marriage or legal action. Examples include the employee's: parent, child, sibling, in-laws, stepparent, stepchild, aunt, uncle, nephew, niece, grandparent, grandchild or first cousin. The term also includes domestic partners (a person with whom the employee's life is interdependent and who shares a common residence) and, a child of an employee's domestic partner.

To avoid potential problems the library will only hire relatives of members of the Board of Trustees or staff if the hiring process includes an objective hiring process.

In the event a member of the Board of Trustee's family member is employed by the library, that Board member will abstain from any discussions or votes regarding salary/wages.