

Anti-Nepotism

The employment of relatives in the same area of an organization may cause serious conflicts and problems with favoritism (or even the appearance of favoritism) and employee morale. In addition to claims of partiality in treatment at work, personal conflicts from outside the work environment can be carried into day-to-day working relationships.

The North Babylon Public Library will accept employment applications from all interested candidates. However, relatives (father, mother, brother, sister, son, daughter, grandfather, grandmother, grandson, granddaughter, domestic partners, step or in-law equivalents, etc.) may not be hired if any of the following job relationships would result:

- A supervisor is related to a direct subordinate
- A relative will occupy a position in the same line of authority within the Library
- The work of one relative is audited by another
- An applicant is directly related to a Board member, Library Director or Assistant Library Director/Librarian III, etc.
- Where a conflict of interest exists between either the related persons or the related persons and the Library or the related persons and any of the Library's vendors

If the relative relationship is established after employment, the individuals concerned may recommend to the Library Director who is to be transferred, or other action, within thirty (30) calendar days. Any personnel decision will be solely management's prerogative.

In cases where a conflict or potential for conflict arises, even if there is no supervisory relationship involved, the parties may be reassigned or terminated from employment.

Any such relationships among staff members prior to adoption of this policy will be grand fathered-in, acceptably.

Approved by the Board of Trustees

October 15, 2002

Updated and Approved by the Board of Trustees, April 19, 2016