

## **ANTI-NEPOTISM POLICY**

The employment of 'relatives' of staff, administration, or Board members can be problematic for a host of reasons, including, but not limited to, charges of favoritism, conflicts within the staff, family discord, scheduling conflicts, internal library operation dysfunction, staff morale, public resentment and a myriad of other adverse impacts upon the mission and operation of the Central Islip Public Library. Accordingly, the Board of Trustees has determined it to be in the best interests of the Library to establish a policy that clearly provides and promulgates the intent of the Board to avoid all potential adverse impacts that can emanate from the hiring of relatives of individuals associated with the Library. For the purposes of this Policy the term "relative" shall include relationships established by blood, marriage or legal action, such as: a spouse, mother, father, son, daughter, sister, brother, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, stepparent, stepchild, aunt, uncle, niece, nephew, grandparent, grandson, granddaughter or 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 daughter or son of an employee's domestic partner.

No "relative" of the Board of Trustees, Library Director or current employees shall be hired by the Central Islip Public Library. Any employee presently employed will not be subject to dismissal based upon this Policy's requirements.

It is the responsibility of every employee to identify to the Library Director any potential or existing relationships which may fall within the ambit of this Policy.

**Adopted 4/17/2024**