

## Nepotism

Relatives of the Board of Trustees, Administration and Department Heads are prohibited from being employed by the Library.

The Sayville Library has determined that it will be in its best interest to:

1. Avoid conflicts of interest between work-related and family-related obligations.
2. Reduce favoritism or even the appearance of favoritism.
3. Prevent family conflicts from affecting the workplace.

Sayville Library will accept employment applications from all interested candidates. However, relatives of a staff member may not be hired if any of the following job relationships would result:

1. Supervisor is related to a direct subordinate.
2. The work of one relative is audited by another.
3. Where conflicts of interest exist between either the related person or the related persons and the Library or any of its vendors.

A *relative* is defined as a father, mother, brother, sister, son, daughter, grandfather grandchild, first cousin, nephew, niece, step or in-law equivalents, spouse or domestic partner.

This policy is in effect for all staff members hired subsequent to the policy's adoption date of September 14, 2005.

All exceptions must have prior approval by the Board of Trustees upon the recommendation of the Library Director.

Adopted: September 14, 2005

Revised: October 10, 2017