

Deer Park Public Library

Employment of family members and members of the same household

The employment of relatives in the same organization may cause serious conflicts and problems with 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.

Relatives and members of the same household of any trustee or employee of the library are excluded from consideration of employment by Deer Park Public Library.

For the purpose of this policy, "relative" includes spouse, domestic partner, child, parent, sibling, grandparent, grandchild, aunt, uncle, niece, nephew, or any person related by blood or marriage.

An employee may not work in a position where his or her supervisor or supervisor's supervisor is a relative.

If the relative of an employee becomes elected to the Library Board of Trustees, the employee's employment with the Library shall be unaffected by his/her relative's position on the Board of Trustees.

If employees become relatives after both employees are hired by the Library, the employees shall not thereafter work in any position or location where a direct line of supervision exists between such employees.

An employee may not work in a position where his or her supervisor or supervisor's supervisor is a relative.

Reviewed by counsel, approved by the
Board of Trustees January 27, 2016