

## HR: EMP04 – Employment of Relatives

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### **POLICY:**

Relatives of Board Members or Library employees are eligible for employment within the Library; however, cannot perform in a direct reporting relationship to that relative. Where designated supervisory authorization would result in an employee reporting to a relative for an interim period, this employment status could be authorized by the Library Director with approval of the Board.

Recruitment, selection, promotion and if required dismissal of employed relatives will be conducted within the policies and procedures of the organization; without favoritism or regard to the family relationship of the employee so affected.

### **PURPOSE:**

As relatives of employees and Board members may be the best candidates for posted vacancies, the opportunity to employ them should be available with appropriate restrictions. The restriction limiting reporting directly to a relative decreases the opportunity for acts of favoritism or undue influence. ♦

