WadsworthLibrary

NEPOTISM POLICY

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

- avoid conflicts of interest between work-related and family-related obligations,
- avoid favoritism or the appearance of favoritism,
- prevent family conflicts from affecting the workplace.

Relatives of Library Staff and/or Board of Trustees may be considered when hiring an applicant. Relatives will not be hired if any of the following job relations or situations would result:

1. The supervisor is related to a direct subordinate.
2. The person interviewing the applicant is a relative.
3. The person recommending salary increases or promotions is a relative.
4. The person considered for hiring is in the same department as their relative AND absence by both would create a staffing difficulty.

Where Civil Service regulation or other County, State or Federal Law determines the hiring of an individual, this policy may be set aside.

Where the position is a short term (6 months or less) temporary position, this policy may be set aside.

For definition purposes the term relative shall include father, mother, brother, sister, husband, wife, son, daughter, grandfather, grandmother, grandson, granddaughter, and “step” and “in-law” equivalents.

Policy adopted April 12, 2018 by Board of Trustees
Reviewed and approved March 12, 2026 by Board of Trustees