



## **Anti-Nepotism Policy**

Except as otherwise required by law, no Library Trustee, Director, Officer, or employee of Lindenhurst Memorial Library, either individually or as a member of the Board of Trustees, may participate in any decision specifically to appoint, hire, promote, discipline or discharge a relative for any position, at, for or within the Library or Board of Trustees.

No Library Trustee, Director, Officer, or Employee may supervise a relative in the performance of the relative's official powers or duties. Further, relatives will not be hired if any of the following job relationships or situations would result:

- (1) Supervisor is related to a direct subordinate
- (2) The work of one relative is audited by another

Definition of relative: A relative includes a father, mother, brother, sister, husband, wife, domestic partner as defined by NYS law, son, daughter, grandfather, grandmother, grandson, granddaughter, aunt, uncle, legal guardian and "step" and "in-law" equivalents.

Adopted: March 18, 1999  
Revised: March 20, 2019  
Revised: March 16, 2024