

Subject: Hiring of Family Members

Purpose:

To avoid a conflict of interest and the perception of favoritism and for the benefit of employee morale.

Policy:

The employment of family members within the same organization can cause conflict and give the appearance of favoritism.

No family member of an existing employee shall be hired or temporarily assigned to any library in the system. Library Trustees and their immediate families are not eligible for library employment, nor should a person who is a relative of a Library employee be appointed to the Board of Trustees.

For the purpose of this policy, a family member is defined as a spouse, parent, brother, sister, son, daughter, grandparent, grandchild, guardian; any of these as either an in-law or a step relation; any person residing in the same household as the employee.

Attachments: None

References: *Montgomery County Personnel Policies and Procedures Manual*, Chapter 2.5.

Approval:

Montgomery-Floyd Regional Library Board of Trustees
November 19, 2008. Reviewed: June 19, 2013. May 16, 2018, April 19, 2023.

April 19, 2023

Date



Tim Thornton, Chair