# Employment of Relatives

The Board of Trustees, recognizing the need to maintain objectivity in the hiring, evaluation and supervision of staff has determined that it will be in the best interest of the Patchogue-Medford Library to:

- Avoid conflicts of interest between work related and family related obligations.
- Reduce favoritism or the appearance of favoritism.
- Prevent family conflict from affecting the workplace.

Accordingly, the following practices shall be enforced:

- Members of the Board of Trustees and relatives of the Board and of Administrative Officers are prohibited from being employed by the Patchogue-Medford Library.
- Administrative Officers for the purposes of this policy shall be defined as staff serving in a supervisory capacity.
- Relatives shall include: parent, grandparent, spouse, son, daughter, brother, sister, aunt, uncle, niece, nephew, in-laws, grandchild or any other person residing with a Board member or Administrative Officer.
- If a relative of an employee becomes elected to the Library Board of Trustees, the employee's employment with the Library shall be unaffected.
- If employees become relatives after both employees are hired by the Library, the employees shall not thereafter work in any position where a direct line of supervision exists between such employees.

Adopted by the Board of Trustees February 19, 2014; revised October 20, 2026.