

**Northville District Library
Policy on
Nepotism**

No immediate family member of a trustee shall become employed by the Northville District Library while that trustee holds office. Immediate family member is defined as a spouse, domestic partner, or the parent, child, brother, sister, aunt, uncle, niece, nephew, grandparent, grandchild, son-in-law, daughter-in-law, stepparent, stepchild, stepbrother, stepsister, half-brother or half-sister, of the individual or of the individual's spouse, or domestic partner, by blood, marriage, or adoption.

The Northville District Library will consider hiring relatives of its **employees** only under the following circumstances:

- A family member will not act as a supervisor/subordinate over another family member
- No two members of the same family can be employed in the same library department
- The familial relationship does not create an adverse impact on work productivity or performance
- The familial relationship does not create an actual or perceived conflict of interest

**Approved by the Board of Trustees August 24, 2017
Revised by the Board of Trustee May 26 2022**