Nepotism Policy

Brandywine Community Library
Policy Adopted: 5/23/24

The purpose of this policy is to define the Brandywine Community Library's (BCL) position regarding the standards for immediate family member or domestic partner working for the library.

To minimize possible charges of favoritism and improper management, no person shall be hired by the BCL in a position where the person will supervise or be supervised by a member of the person's immediate family, or somebody with whom they have established a domestic relationship. This prohibition applies to supervision at any level, whether immediate or through subordinate supervisors, and applies to any situation where control or direction of the immediate family member or domestic partner's work covered causes a conflict of interest. Members of the Board of Trustees who have an immediate family member or domestic partner employed by the library shall not serve on the Personnel Committee of the Board. Immediate family is defined as one's spouse, parent, child, stepchild, sibling, grandparent, grandchild, in-law or legal guardian.

Employees who become immediate family members or establish a domestic relationship may continue employment as long as it does not involve any of the above conditions. If any of the conditions outlined should occur, the library shall attempt to rearrange supervisory responsibilities so as to remove any potential conflict. If such an arrangement cannot be reached, the employees involved shall be given the opportunity to resolve the conflict through resignation. If the employees cannot make a decision, the library shall decide at its sole discretion who shall remain employed.

If business involving an immediate family member or domestic partner of a member of the Board of Trustees comes before the board, that Board member shall not take part in discussions, and shall recuse themselves from any decisions made by the Board regarding that family member or domestic partner.