

NEPOTISM POLICY

It is the policy of the Bay County Library System to hire, promote and transfer employees on the basis of individual merit and to avoid any suggestion of favoritism or discrimination in making such decisions.

It is the policy of the Bay County Library System not to discriminate with respect to its employees, potential employees, or applicants on the basis of marital status. However the Bay County Library System retains the right to refuse to place relatives in positions where such has the potential for creating an adverse effect on supervision, safety, security, and morale or involves potential conflicts of interest. The employment of relatives in positions where one might have influence over the other's status or job security is regarded as a potential violation of the Library's policy. Even if favoritism or discrimination is not shown, the existence of the situation within the sphere of influence may precipitate questions difficult to answer or may cause some discomfort for the individuals involved.

It is therefore, the library's policy to prohibit the hiring of relatives, whether related by blood, marriage, or adoption, in situations where a relative would be located in the same library branch or in a direct line of supervision.

Any relationships among current employees which are contrary to this policy will be grandparented in and will be subject to this policy for any future positions or hires.