Naples Library
Nepotism Policy

It is well accepted that the employment of relatives in the same area of an organization can cause serious conflicts and problems with favoritism and employee morale. In these circumstances, all parties, including supervisors, leave themselves open to charges of inequitable consideration in decisions concerning work assignments, performance evaluations, and promotions.

It is the Naples Library Board of Trustees policy that immediate family of the Naples Library staff cannot be employed by the library while a current family member is employed. If the relationship (as defined in immediate family definition below) is established after employment, employees are responsible for immediately notifying the Library Director/Manager in the event that there is a change in relationship status.The individuals in the relationship may propose ways to address the problem. The Director/Manager shall make the ultimate decision within 30 days, subject to the approval of the Board of Trustees.

Board Members, Friends of the Library and their immediate family members (as defined below) will be excluded from employment by the Library.

Employees will not hold a position with the Naples Library while they or members of their immediate family (as defined below) serve on the Board of Trustees or Friends of the Naples Library.

Where Civil Service or other County, State or Federal Law determines the hiring of an individual, this policy may be set aside.

Immediate family includes the following: husband, wife, son, son-in-law, daughter, daughter-in-law, brother, brother-in-law, sister, sister-in-law, father, father-in-law, mother, mother-in-law, grandparents, grandchildren and step relations, uncle, aunt, nephew, niece, spouse/partner or any of the above and cohabitating couples or significant others. This policy also applies to individuals who are not legally related, but reside with another employee in a familial relationship rather than a roommate relationship.

In instances when it is proposed that family members or relatives be employed, the Library Director/Manager will ensure the nepotism policy has not been violated.

Adopted by the Board of Trustees on August 18, 2021. Reviewed June 17, 2026.