

**7.5 Nepotism (Employment of Close Relatives)**

In order to ensure fair and equal treatment for all Traverse Area District Library employees, TADL establishes the following policy.

Although the District may employ relatives of sitting trustees or current employees, the Library Director will not approve the new hire of the spouse, children, parents, siblings, in-laws, or bona fide dependents (as established by the IRS) or those living in the employee’s or trustee’s household.

Applicants will be required to declare any relatives currently employed or on the TADL Board. Applicants will be informed immediately if they cannot be considered for this reason.

This policy does not affect relatives of employees on the date this policy is enacted; they are “grandfathered” and their positions are not in jeopardy.

Presented for adoption November 19, 2012

Motion by: LUYT

Adopted:  Y  N

Support by: KACHADURIAN

Date: 11-19-12



T. Kachadurian, Board Secretary