



9 Church Street  
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[www.bloomfieldpubliclibrary.org](http://www.bloomfieldpubliclibrary.org)

## ANTI-NEPOTISM POLICY

Adopted: 7/16/24

Relatives of staff or Trustees of the Bloomfield Public Library (“the Library”) shall not be hired where such hiring has the potential for creating an adverse effect on supervision, safety, security, morale, or involves conflicts of interest.

Members of the Board, Library staff, and prospective hires have a duty to disclose potential conflicts of interest. After all material facts have been disclosed to the Board, the Board shall decide if a conflict of interest exists.

Library staff may not be in a supervisory position over a member of their immediate family. Relatives of persons currently employed by the Bloomfield Public Library may be hired only if they will not be working directly for or in a supervisory role with regard to a relative.

Members of the Board and their immediate family members shall be excluded from consideration for employment by the Bloomfield Public Library.

“Immediate family” includes spouses, life partners, parents, children, siblings, in-laws, grandparents and grandchildren, and step relationships. This policy also applies to individuals who are not legally related but who reside with another employee in a familial relationship rather than a roommate relationship.

See also the Conflict of Interest Policy.