2.5 NEPOTISM

In keeping with Ohio Ethics Commission opinions (Adv. Op. No. 80-001), a “family member” includes the following relatives, regardless of where they reside: (1) Spouse; (2) Children/Step-Children (whether dependent or not); (3) Siblings; (4) Parents/Step-Parents; (5) Grandparents; and (6) Grandchildren. It also includes any other person related by blood or by marriage (e.g. cousins, aunts, uncles, in-laws, nieces, nephews) if that person resides in the same household as the public employee.

Family members of Library Trustees, Executive Director, or Fiscal Officer are not eligible for employment. If these relationships are established by marriage, they are terminated by death or divorce of a spouse.

In general, family members of public employees can legally pursue public jobs. However the applicant’s family member who is already employed by the library must be recused from any and every aspect of the hiring process. If the public employee can be removed from any discussion, review, decision-making, or any other aspect of the hiring process, his or her family member generally can be awarded the public job.

Employees who are family members, or who marry or become related by marriage while both employees are employed by the Library, are not permitted to supervise a family member. In the event one employee is currently in the supervisory chain of the other, the Library will first attempt to place both family members in an appropriate job situation. If the Library is unable to do so one of the employees will be required to terminate employment. The Library will have the discretion to select which employee will terminate employment based on their position, performance, years of experience, and any other relevant criteria. Former employees are not eligible for re-hire until or unless the relationship with a current employee ceases to exist. Employees may not participate in decisions regarding the hiring of family members whether as contractors or vendors.