



Minerva Free Library
116 Miller Street
Sherman, NY 14781
Phone: 716-761-6378

Anti-Nepotism Policy

The Minerva Free Library has determined that it will be in its best interest to:

- Avoid conflicts of interest between work-related and family-related obligations
- Avoid favoritism or the appearance of favoritism
- Prevent family conflicts from affecting the workplace

Relatives of Library Staff and/or Board of Trustees may be considered when hiring an applicant.

Relatives will not be hired if any of the following job relations or situations would result:

- The supervisor is related to a direct subordinate.
- The person interviewing the applicant is a relative.
- The person recommending salary increases or promotions is a relative.

Where the position is a short term (6 months or less) temporary position, this policy may be set aside.

For definition purposes the term relative shall include father, mother, brother, sister, husband, wife, son, daughter, grandfather, grandmother, grandson, granddaughter, aunt, uncle and “step” and “in-law” equivalents.

Board of Directors- Sherman Minerva Free Library

Board Approved- May 6, 2025

The Minerva Free Library reserves the right to modify this policy at any time.