Cold Spring Harbor Library

Nepotism Policy

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

1. Avoid conflicts of interest between work-related and family-related obligations
2. Reduce favoritism or even the appearance of favoritism
3. Prevent family conflicts from affecting the workplace

Therefore, members of the Board and the families of the Board Members and the Director are prohibited from being employed by the Library.

Family relationships included in this prohibition are parent, spouse, domestic partner, brother, sister, son, daughter, parent-in-law, brother-in-law or sister-in-law, son or daughter-in-law, grandparent, grandchild, first cousin, nephew, niece, or step equivalents.

Approved October 4, 2021

Reviewed November 2, 2026