

Board packet April 19, 2016: Policy 105 Personal Relationships in the Workplace

Friday, April 15, 2016
8:41 AM

Subject	Board packet April 19, 2016: Policy 105 Personal Relationships in the Workplace
From	Ryan Livergood
To	libraryboard
Cc	Noreen Reese; Celia G. Ornelas; Amy Blanchard; Sandy Beda
Sent	Thursday, April 14, 2016 11:38 PM
Attachments	105 Personal Relationships in the Workplace Final April 2016. docs; 105 Personal Relationships in the Workplace Final with Nepotism April 2016.docs

Good evening,

Attached are two versions of Personnel Policy 105, Personal Relationships in the Workplace. The major disagreement at the April Committee of the Whole meeting was providing staff 30 days versus 60 days to make arrangements in the event of a personal relationship developing between a supervisor and a person he/she is supervising. After discussing this issue further with both Noreen and Jo, I would like to recommend that the Board adopt Policy 105 with 60 days replacing 30 days. This is reflected in the first policy attached. It is also reflected in the second policy, in addition to the following language regarding nepotism:

Nepotism is defined as the act of favoring those who have a personal relationship with a current WNPLD staff member when making employment decisions. WNPLD does not practice nepotism, nor does it prohibit hiring individuals who have personal relationships with current employees. Neither favoritism nor discrimination will be shown to such applicants. All candidates will be considered for employment or promotion on the basis of their qualifications and experience only; offers of employment or promotion will be made only after consideration of the merits of all applicants.

This nepotism language in the second policy reflects current WNPLD practices and I am in favor of the Board adopting Policy 105 with the above nepotism language included.

Thanks,
Ryan

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