

GARFIELD COUNTY PUBLIC LIBRARY DISTRICT DIVERSITY POLICY

PURPOSE

The Garfield County Public Library District (District) is committed to creating and maintaining a workforce that supports, embodies and gives open expression to the District's organizational values and brings a rich diversity of peoples and talents to the accomplish the District's Mission.

POLICY STATEMENT

The District is committed to providing a workplace environment free of discrimination. The District shall administer its employment programs so that access, selection, and advancement opportunities are made available to applicants and employees based on their relative knowledge, skills and abilities without regard to race, color, sex, marital status, sexual orientation, gender identification, political ideology, age, creed, veteran's status, religion, ancestry, national origin or the presence of any sensory, physical or mental disability.

This policy extends to all areas of employment and to all other personnel actions. These include recruitment, selection and placement, compensation, promotion and transfer, tuition assistance, social and recreational programs, disciplinary and corrective action measures, demotions, termination, layoffs, training, working conditions, benefits, and all other terms and conditions of employment.

The implementation of this policy is a high priority in the day to day operations of District. The Assistant Director of Administration serves as Equal Employment Opportunity Officer and is responsible for administering and monitoring the District's affirmative action program and for reporting on a periodic basis the results of the program. The Assistant Director of Administration will report the results to the Executive Director at least once a year and will meet with the Library Board of Trustees to share those results, as requested.

The Library accepts its obligation to comply with applicable statutes, examples of which include, but are not limited to, the requirements of Title VII of the Civil Rights Act of 1964, the Rehabilitation Act of 1973, the Vietnam Era Veterans Readjustment Act of 1974, the Uniform Services Employment and Reemployment Rights Act of 1994, the Americans with Disabilities Act of 1990, the Washington State Law Against Discrimination, the City of Seattle Fair Employment Practices Ordinance, the Age Discrimination in Employment Act, the Pregnancy Disability Act, the Equal Pay Act, and all applicable legislation and related statues and regulations that may be enacted or amended.

Approved by the Board of Trustees on April 5, 2012