

FRANKFORT COMMUNITY PUBLIC LIBRARY
EQUAL OPPORTUNITY AND DIVERSITY POLICY

Adopted by the Board of Trustees on November 14, 2022

Equal Opportunity

It is the policy of the library to provide equal employment opportunity to all applicants and employees. The Frankfort Community Public Library will recruit, hire, train, and promote persons in all jobs without regard to race, color, religion, national origin, sex, age, veteran status, ancestry, marital status, sexual orientation, disability, genetic information, and any other characteristic protected by federal, state or local law.

Adherence to this policy will be the responsibility of the Library Director. A total commitment by all employees is necessary for the effectiveness of the program and achievement of the goals of the statement.

Equal Opportunity Employment posters and policies will be posted in all library locations. This policy will include, but not be limited to the following: employment, transfer, recruitment, termination, training, compensation, benefits, and promotions. All advertisements for job openings will indicate that the library is an Equal Opportunity Employer.

Diversity

The library believes that all people in the community should be encouraged to use the public library and that the library should be prepared to meet their needs. The Library also believes that all people in our community need to understand and appreciate the varying culture of people who live in Indiana. To that end, the library endorses the following principles:

We will provide an environment that is accessible to all resources the Library has to offer and is free from unlawful discrimination or harassment of individuals based on their sex, race/color, disability, national origin, religion or age.

We will recruit staff to reflect the diverse make-up of our community.

The library board, staff, and volunteers will treat members of ethnic groups with sensitivity, courtesy, and respect.

We will offer services designed with the ethnic populations in its community in mind.

The collection of the library will contain a wide variety of materials by and about the community's diverse populations.

We will celebrate the heritage and culture of Indiana's ethnic population.

The library will develop partnerships with community groups to better serve ethnic populations.

Anyone with questions or concerns about the implementation of or compliance with this or any related policies should address them to the Library Director.