Equal Employment Opportunity and Diversity Policy

Equal Employment Opportunity:

It is the policy of the Frankfort Community/Clinton County Contractual Public Library to provide equal employment opportunity in the recruitment, hiring, training, and promotion of all individuals regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), veteran status, marital status, disability, ancestry, genetic information, and any other characteristic protected by federal, state, or local law.

The Frankfort Community/Clinton County Contractual Public Library prohibits discrimination on the basis of: race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), veteran status, marital status, disability, ancestry, genetic information, and any other characteristic protected by federal, state, or local law.

This policy will include, but not be limited to the following: employment, transfer, recruitment, termination, training, compensation, benefits, and promotions.

Equal Opportunity Employment posters and policies will be posted in all library locations. All advertisements for job openings will indicate that the library is an Equal Opportunity Employer.

Diversity:

The Frankfort Community/Clinton County Contractual Public Library encourages everyone in the community to use the public library and wants to be prepared to meet the diverse needs of our community. 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 race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, veteran status, marital status, disability, ancestry, genetic information, and any other characteristic protected by federal, state, or local law.
- The library board, staff, and volunteers will treat everyone with sensitivity, courtesy, and respect.
- The collection of the library will contain a wide variety of materials to reflect the composition and interests of our community's diverse population.
- We will offer services designed with our diverse population in mind.
• The library will develop partnerships with community groups to better serve ethnic populations.
• We will celebrate the heritage and culture of our diverse population.
• We will recruit staff to reflect the diverse make-up of our community.

Adherence and Implementation:

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 policy and achievement of the goals mentioned in the policy.

Anyone with questions or concerns about the implementation of or compliance with this or any related policies should address them to the library director or business manager.

Revised by the Board of Trustees on November 6, 2023