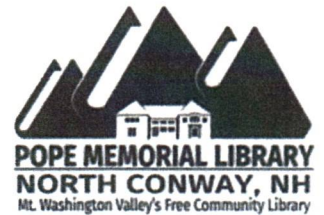


Pope Memorial Library Anti-Discrimination Policy

Approved by the Board of Directors – March 21, 2018



Goal

- A. The Pope Memorial Library does not tolerate discrimination of any kind.
- B. Library staff and volunteers are committed to providing an inclusive and welcoming environment for all members of our staff, volunteers, patrons, and visitors.
- C. PML is an equal opportunity employer. We will not discriminate against any employee, job applicant, or volunteer on the bases of the elements described below.

Policy Elements

Discrimination is any action or attitude directed toward someone because of protected characteristics, like race and gender. Other protected characteristics are:

- ◆ Age
- ◆ Religion/ religious affiliation/ creed
- ◆ Ethnicity/ nationality/ national origin/ citizenship status
- ◆ Disability/ medical history
- ◆ Marital status / civil partnership
- ◆ Pregnancy / maternity/ paternity
- ◆ Gender identity/ gender expression/ sexual orientation
- ◆ Military status/ Veteran status
- ◆ Socioeconomic background
- ◆ Body size

This policy supports our overall commitment to create a safe and happy environment for everyone.

What to do in cases of discrimination

If you are the victim of discriminatory behavior (or if you suspect that others are being discriminated against), please talk to the Library Director or the Vice President of the Board as soon as possible.

The Library Director or the Vice President of the Board are primarily responsible for hearing your claim, investigating the issue and determining punishment.

Punishment for discriminatory behavior depends on the severity of the offence.

For example,

- ◆ Inadvertently offending someone might warrant a reprimand.
- ◆ Conversely, willfully bypassing employees for promotion because of a protected characteristic will result in termination.