

# Spring Township Library Association

## Nondiscrimination Policy

The Spring Township Library Association (“Association”) is committed to and maintains an environment for all of its members, staff, customers, volunteers, contractors, vendors and clients that is welcoming and free from discrimination and harassment. The Association does not and shall not discriminate on any basis prohibited by federal, state or local law or the terms of this Nondiscrimination Policy (“Policy”), including but not limited to age, race, religion (creed), color, national origin (ancestry), sexual orientation, military status, veteran status, gender identity, gender expression, disability, handicap, genetic or marital status of any individual, in any of its activities or operations, including but not limited to hiring and firing of staff, selection of volunteers, contractors and vendors, and provisions of services. Retaliation is also prohibited.

The Association does not participate with, and is not and will not become affiliated with, any advocacy groups other than literacy advocacy groups, and may, upon resolution of the Board of the Association, participate with advocacy groups assisting poor or needy persons.

This Policy shall apply to, but is not limited to, (1) any member of the public (“customer”) using or accessing Association services and programs, (2) any employee or candidate for employment, and (3) any volunteer or non-employee providing goods or services to the Association.

In accordance with this Policy, all employees, volunteers and non-employees providing goods or services to the Association are responsible for conducting themselves in a manner consistent with this Policy.

All supervisory employees have the responsibility to assure compliance with this Policy. Supervisory employees also have an affirmative duty to discuss this Policy with Association employees, volunteers, non-employees, customers and vendors, answer any questions about this Policy, and encourage Association employees, volunteers, non-employees, customers and vendors to use this Policy to redress discrimination.

The Library Director shall serve as the compliance officer for this Policy. In addition, as compliance officer, the Library Director shall hear all concerns and complaints with respect to alleged discrimination and provide prompt and equitable resolution of each such complaint, unless such complaint is against the Library Director, in which case the complaint may be filed with the President of the Board.

Copies of this Policy are available upon request.