



Anti-Discrimination Policy

The Geneva Public Library (“the Library”) provides an environment that is free of illegal discrimination and harassment for everyone, including but not limited to: library users, employees, volunteers, and non-employee service providers. Any party who believes that he or she has encountered discrimination because of age, race, creed, color, national origin, sex, disability, genetic disposition or carrier status, or marital status should discuss the problem with the Library Director or Library Board of Trustees President.

1. Use of Library Resources

To ensure adherence to state and federal anti-discrimination laws, library resources (including staff assistance, production resources, and public areas) may not be used in a way that discriminates on the basis of age, race, disability, predisposing genetic condition, gender, sexual orientation, religion, national origin, race, veteran status, or domestic violence victim status.

Examples of violations of this policy include, but are not limited to:

- Viewing discriminatory material in locations or on screens easily viewed by others
- Requesting staff help to print discriminatory material
- Using a library room to host a meeting that limits attendance based on a protected category
- Violation of a domestic violence victim's protective order

This policy shall never be interpreted to deny or impede access to library collection materials or materials via interlibrary loan.

Violation of this policy shall be considered harassment and concerns about the application of this policy shall be addressed through the Library's Safety Policy, Personnel Policy, and Whistleblower Policy.

Adopted by the Library Board: November 20, 2019