



## 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 patrons, employees, volunteers, and contractors. Any party who believes that they have encountered discrimination because of age, race, creed, color, national origin, sex, sexual orientation, disability, genetic disposition or carrier status, or marital status should discuss the problem with the Executive Director (“the Director”) or Board of Trustees (“the Board”) 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.

Violations of this policy shall be considered harassment and concerns about the application of this policy shall be addressed through the Library’s [Safety Policy](#), Employee Handbook, and [Whistleblower Policy](#).

### 2. Accessibility Statement

The Library complies with the [Americans with Disabilities Act \(ADA\)](#) of 1990 by taking steps to make its facilities barrier-free and accessible and making other adjustments to reasonably accommodate staff with disabilities.

**Adopted by the Board of Trustees:** November 20, 2019

**Amended by the Board of Trustees:** 9/28/2022, 11/22/2023

**Reviewed by the Policy Review Committee:** 9/12/2022, 11/13/2023