

## Schuylkill Valley Community Library Non-Discrimination Policy

- I. The SVCL does not and shall not discriminate against individuals on the basis of race, color, religion, sexual orientation, marital status, parental status, gender identity, gender expression,, national origin (including ancestry), age, military status, disability, size, political affiliation, socioeconomic background or any other status prohibited by applicable law in any of its activities or operations.
  - a. These activities include, but are not limited to, the appointment to and termination from its Board of Directors, hiring and firing of staff or contractors, selection of volunteers, selection of vendors, and providing of services.
- II. The Schuylkill Valley Community Library (SVCL) is firmly committed to a policy of equal opportunity employment. We shall not discriminate in employment, recruitment, board membership, advertisement for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, religion, sexual orientation, gender, gender expression, age, national origin, disability, marital status, parental status, military status, or for any other discriminatory reason.
- III. Inquiries concerning the application of the library's non-discrimination policy may be addressed to the SVCL board of directors.

Revised & approved April 2024