



Equal Employment Opportunities

The Library will provide equal opportunity to all employees and applicants for employment regardless of actual or perceived race (or traits associated with race including but not limited to hair texture and protective hairstyles), color, religion, age, gender, pregnancy, national origin, ancestry, citizenship status, work authorization status, disability, military or veteran status, marital status, order of protection status, sexual orientation, gender identity or expression, genetic information, or any other category protected by Federal, State, or local laws.

This policy of equal employment applies to all aspects of the employment relationship, including but not limited to: recruiting, hiring, training and development, promotion, compensation and benefits, formulation and application of human resource policies and rules; facility and service accessibility, discipline, and termination.

The Library will not employ anyone under the age of 15 years in a paid capacity. Work permits will be required in accordance with Federal and State child labor laws.

It is the policy of the Nippersink Public Library District not to hire immediate family members of employees in the direct line of supervision, subject to any applicable legal provisions.

Any employee who believes this policy has been violated should contact the Library Director. All such matters will be thoroughly investigated and rectified if a policy violation is identified.