

## **NON-DISCRIMINATION POLICY**

The Evans Public Library District is committed to equal employment and advancement opportunities for all employees and applicants for employment without regard to race, color, religion, national origin, ancestry, sex, age, disability, marital status, past and present status as a member of the military, or sexual orientation. In compliance with Federal and State law, all personnel actions, policies, procedures and employee programs (including hiring, promotion, compensation, discharge or other employment terms, conditions and privileges) shall be administered on a nondiscriminatory basis.

The Evans Public Library District is committed to equal opportunities for all library patrons without regard to race, color, religion, national origin, ancestry, sex, age, disability, marital status, past and present status as a member of the military or sexual orientation.

Policies, practices, and procedures are nondiscriminatory when they do not cause an individual or group to be treated less favorably in the terms and conditions of their employment compared to other individuals or groups because of such factors as race, color, religion, national origin, ancestry, sex, age, disability, marital status, past and present status as a member of the military, or sexual orientation.

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