



Discrimination and Anti-Harassment Policy

The Fort Vancouver Regional Library District is committed to a work environment in which all individuals are treated with respect and dignity. Each individual has the right to work in a professional atmosphere that prohibits discriminatory practices, including harassment. The Library will not tolerate unlawful discrimination or harassment of any kind. Through enforcement of this policy and by education of employees, the Library will seek to prevent behavior that violates this policy, and to correct and discipline employees who do violate it.

PROHIBITED CONDUCT UNDER THIS POLICY

1. Discrimination

- a. It is a violation of this policy to discriminate in the provision of employment opportunities, benefits or privileges, to create discriminatory work conditions, or to use discriminatory evaluative standards in employment if the basis of that discriminatory treatment is, in whole or in part, the person's age, gender, marital status, race, creed, color, religion, national origin, political affiliations, sexual orientation or perceived sexual orientation, pregnancy, place of residence, the presence of any sensory, mental or physical disability, obligation for service in the Armed Forces, or whether a disabled or Vietnam Era veteran or other protected veteran, or any other status protected under applicable local, state, or federal law, unless based on a bona fide occupational qualification in accordance with RCW 49.60.180 and Title VII of the Civil Rights Act of 1964.
- b. Discrimination of this kind is strictly prohibited by a variety of federal, state and local laws, including Title VII of the Civil Rights Act of 1964; the Age Discrimination Act of 1975; and the Americans with Disabilities Act of 1990. This policy is intended to comply with the prohibitions stated in these anti-discrimination laws.
- c. Anyone discriminating in violation of this policy will be subject to discipline up to and including termination.

2. Harassment

Harassment, including sexual harassment, is prohibited by federal and state laws. This policy prohibits harassment of any kind, and the Library will take

appropriate action to address any violations of this policy. The definition of harassment is: verbal or physical conduct designed to threaten, intimidate or coerce as well as verbal taunting which, in the employee's opinion, impairs his or her ability to perform his or her job.

3. Sexual Harassment

Sexual harassment in any form is prohibited under this policy. Sexual harassment is a form of discrimination and is unlawful under Title VII of the Civil Rights Act of 1964. According to the Equal Employment Opportunity Commission (EEOC), sexual harassment is defined as "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature... when... submission to or rejection of such conduct is used as the basis for employment decisions... or such conduct has the purpose or effect of... creating an intimidating, hostile, or offensive working environment."

4. Retaliation

No hardship, no loss of benefit, and no penalty may be imposed on an employee as punishment for:

- a. Filing or responding to a bona fide complaint of discrimination or harassment;
- b. Appearing as witness in the investigation of a complaint; or
- c. Serving as an investigator.

Retaliation or attempted retaliation is a violation of this Policy and anyone who does so will be subject to discipline up to and including termination.

BOARD APPROVED

Original Policy June 14, 2004