



Equal Opportunity Policy

The Fort Vancouver Regional Library District (District) and its Board of Trustees hereby reaffirm a continuing commitment to equal employment opportunity to assure employment opportunities in accordance with State and Federal Laws and Regulations for all employees and applicants for employment within this District, without discrimination on the basis of race, color, religion, national origin, sex, age, marital status, sexual orientation, including gender identity, or perceived sexual orientation, presence of a sensory, physical or mental disability, service in the Armed Forces, or any other status protected by applicable nondiscrimination laws.

This policy will be implemented in all areas of recruitment, hiring, training, retention, promotion and discipline in all job classifications. The policy extends to all personnel actions including compensation, benefits, transfers, layoffs, return from layoff, education, social and recreational programs for all persons. A continual monitoring of employment actions will take place to assure compliance and to institute corrective measures to achieve and maintain fair, equal and optimum utilization of human resources.

The Human Resources Director has been appointed Equal Opportunity Officer and will be responsible for monitoring employment practices. The full cooperation of every staff member is necessary to assure that the District remains in fact, as well as in policy, an equal opportunity employer.

BOARD APPROVED

- Original Policy May 13, 1976
- Revised and Reaffirmed April 21, 1981
- Revised and Reaffirmed February 11, 2002
- Revised and Reaffirmed December 8, 2008