



Equal Opportunity Employment Policy

PURPOSE

Fort Vancouver Regional Library District (FVRL) is committed to fair and equitable recruiting, hiring, promoting and appraising of its employees. We express this commitment through application of the following policy.

POLICY

FVRL and its Board of Trustees affirm a continuing commitment to equal employment opportunity in accordance with State and Federal Laws and Regulations for all employees and applicants for employment within FVRL, without discrimination on the basis of race, color, religion, national origin, gender, gender identity, age, marital status, sexual orientation or perceived sexual orientation, presence of a sensory, physical or mental disability, genetic information, liability for service in the Armed Forces, or whether a disabled, or Vietnam Era or other protected veteran or any other status protected by applicable nondiscrimination laws.

This policy applies to all areas of recruitment, hiring, training, retention, promotion and discipline and to 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.

The Human Resources Director has been appointed Equal Opportunity Officer and is responsible for monitoring employment practices to assure compliance, and if necessary, to institute corrective measures to achieve and maintain fair, equal and optimum utilization of resources.

Every staff member is expected to take the actions necessary to assure that FVRL is an equal opportunity employer.

ADMINISTRATION

The Executive Director is responsible for the administration of this policy, for establishing administrative procedures for its implementation and for making the policy available for the public at each branch and via the Library's web site.

SEVERABILITY

The Board of Trustees hereby declares its intention that the provisions of this policy are declared to be separate and severable. The invalidity of any clause, sentence,

paragraph, subdivision, section, chapter, title or other portion of this policy, or the invalidity of the application thereof to any person or circumstance shall not affect the validity of the remainder of the policy, or the validity of its application to other persons or circumstances.

CONTINUANCE

The Board of Trustees hereby declares its intention that the provisions of this policy shall be construed and applied as a continuation of the provisions of the policy, as amended, insofar as applicable, and the repeal of any part of this policy shall not be construed as affecting such continuous application.

RESOURCES

Relevant policies

- Equity Policy
- Discrimination and Anti-Harassment Policy

Applicable laws or references

- RCW Chapter 49.60 Washington Law Against Discrimination
- Title VII of the Civil Rights Act of 1964
- Title I of the Americans with Disabilities Act of 1990
- US Equal Pay Act of 1963
- Age Discrimination in Employment Act
- Sections 501 and 505 of the Rehabilitation Act of 1973
- Uniformed Services Employment and Reemployment Rights Act of 1994
- Pregnancy Disability Act
- Sections 102 and 103 of the Civil Rights Act of 1991
- Genetic Information Nondiscrimination Act of 2008.

POLICY HISTORY

Approved and adopted by the FVRL Board of Trustees:

- Original Policy May 13, 1976
- Revised and Reaffirmed April 21, 1981
- Revised and Reaffirmed February 11, 2002
- Revised and Reaffirmed December 8, 2008
- Revised and Reaffirmed March 21, 2022