

# **BELOIT PUBLIC LIBRARY PERSONNEL POLICY AFFIRMATIVE ACTION/EQUAL OPPORTUNITY**

## **STATEMENT OF COMMITMENT AND GENERAL POLICY**

The Beloit Public Library is in compliance with the equal opportunity policy and standards of the Wisconsin Department of Health and Social Services and all applicable state and federal statutes and regulations relating to nondiscrimination in employment and service delivery.

No otherwise qualified person shall be excluded from employment, be denied the benefits of employment or otherwise be subject to discrimination in employment in any manner on the basis of age, race, religion, color, sex, national origin or ancestry, handicap, physical condition, developmental disability, arrest or conviction record, sexual orientation, marital status or military participation. This includes recruitment, hiring, training, advancement, transfer, compensation, discharge, disciplinary action, and other terms, conditions and privileges of employment. All employees are expected to support our goals and programmatic activities relating to nondiscrimination in employment.

The Beloit Public Library is also committed to providing equal opportunity in delivery of services. No person shall be excluded from participation in, or be denied the benefits of, or otherwise be subjected to discrimination based on protected status as listed above under any program or activity which receives or benefits from services through the Beloit Public Library.

In awareness of the importance of its human resources, the Library has a compelling interest in and concern for establishing and maintaining an organization which is truly representative of the community it serves. This means the Library attempts to reflect the diversity of the community in its workforce as well as its committees and board.

The Library recognizes that, while equal opportunity for all persons is the goal, this goal must be translated into actual performance. Therefore, the goal of equal opportunity and the ideal of freedom of opportunity for all individuals are actualized through an aggressive, voluntary Affirmative Action Program which is supported and implemented by the Library's management and leadership.

History: Adopted September 2000; Reviewed March 2003; Reviewed July 2006; Revised June 2010