

Non-Discrimination Policy



**Mesa County
LIBRARIES**

The Board of Trustees of the Mesa County Public Library District hereby declares that it is the policy of the Mesa County Public Library District (the "District") to comply fully with the Colorado Civil Rights Act (Parts 3 through 8, Article 34, Title 24, Colorado Revised Statutes), the Colorado Library Law (Part 1, Article 90, Title 24, Colorado Revised Statutes), and applicable federal laws prohibiting discrimination in employment and places of public accommodation, including but not limited to the Americans With Disabilities Act, the Age Discrimination in Employment Act, and Title VII.

The District shall provide and ensure that all individuals and groups shall have full and equal access to the information, programs, services, facilities, privileges, advantages, and accommodations of the District. The District will not discriminate, directly or indirectly, on the basis of physical or mental disability or health, race, color, national origin, ancestry, religion, creed, sex, sexual orientation, marital status, age, place of residence, economic status, military status, retaliation for engaging in protected activity (opposing a discriminatory practice or participating in a public accommodations discrimination proceeding), or any other legally protected status.

A person with a disability has the right to be accompanied by an assistance dog when visiting District facilities, as provided in Part 8 of Article 34 of Title 24, Colorado Revised Statutes.

The District is an equal opportunity employer and will not unlawfully discriminate on the basis of age, gender, disability religious preference race, color, national origin, political preference, genetic information, sexual orientation, creed, ancestry, marriage to a co-worker, retaliation for engaging in protected activity (opposing a discriminatory practice or participating in an employment discrimination hearing) or any other legally-protected status with respect to job application procedures, employment, advancement, discharge, compensation, job training or any other term, condition or privilege of employment. It is the District's intention that all qualified applicants are given equal opportunity and that selection decisions be based on job-related factors. The District will abide by the provisions of Part 8, Article 34, Title 24, Colorado Revised Statutes, with respect to any employee accompanied by an assistance dog.

The District will not discriminate against any individual or group because the individual or group has opposed any practice which is made a discriminatory practice by Colorado or federal anti-discriminations laws, or has filed a complaint or charge of discrimination, or testifies, assists, or participates in any manner in any investigation, proceeding, or hearing relating to an alleged act of discrimination.

This Policy was adopted by a unanimous vote of the Library Board of Trustees in their regularly scheduled meeting on April 28th, 2016.

APPROVED: *Elaine Barnett*

Elaine Barnett, President
MCPLD Board of Trustees

Dean DiDario

Dean DiDario, Secretary
MCPLD Board of Trustees

Date: *May 26, 2016*