



Mesa County Libraries (MCL) complies fully with the Colorado Civil Rights Act (Colorado Revised Statutes §§ 24-34-301 *et seq.*), the Colorado Library Law (C.R.S. §§ 24-90-101 *et seq.*), 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 of the United States Civil Rights Act of 1964.

MCL provides for and ensures that all individuals and groups have full and equal access to library information, programs, services, facilities, privileges, advantages, and accommodations. MCL does not discriminate, directly or indirectly, on the basis of age 40 and over, race (including traits historically associated with race, such as hair texture and length, protective hairstyles), sex, sexual orientation, gender identity, gender expression, color, religion, national origin, disability, military status, genetic information, or any other status protected by applicable state or local law.

A qualified individual with a disability has the right to be accompanied by a service animal individually trained for that individual when visiting MCL locations, as provided in C.R.S. § 24-34-803.

MCL is dedicated to the principles of equal employment opportunity. We prohibit unlawful discrimination against applicants or employees on the basis of age 40 and over, race (including traits historically associated with race, such as hair texture and length, protective hairstyles), sex, sexual orientation, gender identity, gender expression, color, religion, national origin, disability, military status, genetic information, or any other status protected by applicable state or local law.

It is MCL's intention that all qualified applicants are given equal opportunity and that selection decisions are based on job-related factors. MCL will abide by the provisions of C.R.S. § 24-34-803 with respect to any employee accompanied by a service animal.

MCL 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-discrimination laws or 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.

*REVIEWED AND ADOPTED ON FEBRUARY 24, 2022.*

Cynthia Cyphers

Cindy Cyphers – MCPLD Board President

Abigail Landmeier

Abby Landmeier– MCPLD Board Secretary



# Signature Certificate

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