MANNSVILLE FREE LIBRARY
ANTI-DISCRIMINATION POLICY

The following are rules and regulations of the Mannsville Free Library. These are effective February 13, 2024, as reviewed and adopted by the Board of Trustees of the Mannsville Free Library.

This Library prohibits unreasonable discrimination in the provision of services and in any aspect of employment in hiring, training, promotion and termination - including harassment

Discrimination is differential treatment of an individual based upon their membership in a particular group (real or perceived), rather than on their personal merit. One form that discrimination may take is harassment. Discrimination also includes the failure to reasonably accommodate the special needs of an individual or group unless the accommodation would create an undue hardship for the library. Unreasonable discrimination is prohibited on the basis of the following characteristics:

a. Ancestry and perceived race;
b. nationality or national origin;
c. ethnic background or origin;
d. religion or creed, or religious belief, religious association or religious activity;
e. age;
f. sex, including pregnancy, the possibility of pregnancy, or circumstances related to pregnancy;
g. gender-determined characteristics;
h. sexual orientation;
i. marital or family status
j. political belief, political association or political activity;
k. physical disability or related characteristics or circumstances, including reliance on a dog guide or other animal assistant, a wheelchair, or other remedial appliance or device.

The library will ensure that all people are employed and/or receive services without discrimination, including harassment.

If you believe you have been discriminated against, bring it to the attention of the Library Director or the Board President. Your complaint will be kept as confidential as is possible, and will be dealt with promptly.