



NON-DISCRIMINATION AND SEXUAL HARASSMENT POLICY

*Approved by the Vista Grande Public Library Board of Directors –18-Aug-2009
Revised and Approved– 16-Feb-2016, 17-Dec-2019*

The Vista Grande Public Library (VGPL) is committed to providing an environment that is free from unlawful discrimination and any conduct that is demeaning or coercive, including sexual harassment.

VGPL does not discriminate owing to race, color, national origin, gender, age, disability, creed, religion, sexual orientation or veteran status with regard to board membership, employment, volunteer service, or access to programs and services. Board members, employees, and volunteers must conduct themselves in accordance with this policy at all times when interacting with their peers, library patrons, visitors and others doing business with the library.

VGPL does not tolerate, condone or allow sexual harassment in the library. This policy applies to board members, employees, volunteers, patrons, visitors, and all others doing business with the library. The U.S. Equal Opportunity Employment Commission (EEOC) defines workplace sexual harassment as unwelcome sexual advances or conduct of a sexual nature which unreasonably interferes with the performance of a person's job or creates an intimidating, hostile, or offensive work environment.

Any person covered by the policy who believes they have been discriminated against or sexually harassed, or any person who becomes aware of discrimination or sexual harassment, is to promptly notify the Vista Grande Public Library Director. If a person is uncomfortable discussing harassment with the Library Director, the employee should contact the Vista Grande Public Library Board President.

Upon notification of a discrimination or harassment complaint, a thorough, confidential, and impartial investigation will be conducted and appropriate action taken based on the findings.