

S P O K A N E   C O U N T Y   L I B R A R Y   D I S T R I C T

<b>Policy Title</b>	HR01 – Inclusion Statement		
<b>Approval Date</b>	October 19, 2021	<b>Revision Date</b>	December 17, 2024
<b>Related</b>	Code of Conduct HR06 Employee Conduct HR10 Harassment & Bullying		
<b>Scope</b>	Applies to all District employees.		

Spokane County Library District recognizes that within the District’s staff there are individuals with diverse interests, backgrounds, ages, life, cultural experiences, and information needs, and we are dedicated to maintaining an inclusive work environment for everyone. We honor and respect these unique experiences, perspectives, and cultural backgrounds that each employee brings to our workplace. The District strives to foster a culture of respect, where our employees feel valued and empowered, and are at the forefront in helping us promote and sustain an inclusive workplace.

Spokane County Library District is committed to taking the following actions in support of an inclusive workplace:

- Provide ongoing education and training opportunities for all employees on diversity, equity, and inclusion topics.
- Provide all employees with a safe avenue to voice concerns regarding diversity, equity, and inclusion in our workplace.

Spokane County Library District will not tolerate discrimination, harassment, or any behavior or language that is abusive, offensive, or unwelcome.

The Executive Director will establish administrative procedures necessary to implement this policy. In accordance with the administrative procedures, any appeal of an administrative action under this policy will first be made in writing to the Executive Director. Any subsequent appeal of Executive Director action and/or decision will be made in writing to the Board of Trustees.

The District will make a good faith effort to implement this policy in a fair and consistent manner. In the event of the amendment of any law, regulation, or ordinance incorporated into these policies or upon which these policies rely, these policies shall be deemed amended in conformance with those changes. In cases where these policies conflict with any local ordinance, state or federal law, the terms of that law, and its underlying rules or regulations shall prevail. In all other cases, these personnel policies and practices prevail.