



SPOKANE COUNTY LIBRARY DISTRICT

POLICY: Inclusion Statement

APPROVAL DATE: 10/19/2021

REVISION DATE:

Related Policies

Code of Conduct

HR10 Harassment & Bullying

Spokane County Library District recognizes that within the District's staff there are individuals with diverse interests, backgrounds, ages, life experiences, and information needs, and it is dedicated to creating 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.

Spokane County
LIBRARY DISTRICT
509.893.8200

Airway Heights Library
509.893.8250

Argonne Library
509.893.8260

Cheney Library
509.893.8280

Deer Park Library
509.893.8300

Fairfield Library
509.893.8320

Medical Lake Library
509.893.8330

Moran Prairie Library
509.893.8340

North Spokane Library
509.893.8350

Otis Orchards Library
509.893.8390

Spokane Valley Library
509.893.8400

The BookEnd
Spokane Valley Mall
509.893.8275