

POLICY: HR08 – Equal Employment Opportunity

APPROVAL DATE: 11/20/2018

REVISION DATE:

Purpose

To set forth the District's policy for equal opportunities in employment.

Scope

Applies to all District employees and volunteers

Policy

Spokane County Library District is committed to equal employment opportunity, ensuring employment opportunities in accordance with applicable federal, state, and local laws for employees and applicants. All terms, conditions, and privileges of employment, including hiring, promotions, transfers, compensation, benefits, layoff, return from layoff, discipline, education, and work assignments in the District shall be made without regard to race, color, religion, gender identity, sexual orientation, marital status, national origin, age, genetic information, disability, service in the Armed Forces, or any other classification or perception of such classification as protected under nondiscrimination laws.

As the Equal Opportunity Officer, the Human Resources Director is responsible for continually monitoring employment practices and actions to ensure compliance with this policy and all applicable laws to assure that the District remains in fact, as well as in policy, an equal opportunity employer.

The Executive Director will establish administrative procedures necessary to implement this policy. Any appeal of an administrative action under this policy will first be made in writing to the Executive Director and then 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 this manual relies, 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.



www.sclld.org
Administrative Offices
509.893.8200
fax 509.893.8472

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