



## Employee Diversity Orientation

Title VI of the Civil Rights Act of 1964 declares that no entity receiving public funds may discriminate on the basis of race, color, religion, sex, or national origin. Jessamine County Public Library (JCPL) is committed to diversity in all areas of its operation, including employment, access, and collection development.

**Employment:** Our Personnel Policy states that JCPL provides “equal employment opportunity and treatment regardless of race, religion, color, sex, age, national origin, disability, veteran status, or sexual orientation”.

**Access:** Our Collection Development Policy makes it clear that JCPL seeks to “meet the recreational and informational needs of the *entire* community”. No one who abides by the established Customer Code of Conduct will be denied access to the services offered by the library.

**Collection:** The Collection Development Policy states that JCPL’s goal is to “give access to a variety of opinions and ideas” and provide “insight into a wide range of human and social conditions and various cultural heritages”. While the presence of materials in the library collection does not indicate an endorsement of its contents, JCPL’s policy is that the collection must contain “a diversity of viewpoints and opinions”.

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As an employee of JCPL, you are expected to honor the library’s commitment to diversity. It is the policy of JCPL to promote a productive work environment and not to tolerate verbal or physical conduct by any employee that creates a harassing, intimidating, offensive, or hostile environment. Employees are expected to act in a positive manner toward their coworkers as well as toward library customers. No form of harassment will be tolerated and may result in disciplinary action, including immediate termination.