

## **NONDISCRIMINATION POLICY**

JMRL is committed to making our libraries discrimination-free zones.

- JMRL does not discriminate on the basis of sex, race, color, national origin, age, religion, disability, marital status, citizenship, genetic information, sexual orientation, gender identity or expression, pregnancy, childbirth or related medical conditions, military status or any other legally protected characteristic. Employees must not discriminate in any such manner; when interacting with staff or members of the public.
- JMRL follows all Equal Employment Opportunity Commission and Americans with Disabilities Act laws and guidance, and takes affirmative action to provide a workplace in which employee qualifications, merit, and fairness are the governing rules regarding hiring, promotion, compensation, benefits, educational opportunities, and disciplinary actions.
- JMRL will give reasonable accommodation for known limitations related to protected status, as listed above, including but not limited to disability, pregnancy, childbirth or related medical conditions.

An employee who has experienced or witnessed discrimination or harassment in the workplace is required to report such incident via the process laid out in the City of Charlottesville Personnel Policy Section 3.2, EQUITY AND NONDISCRIMINATION. Complaints of discrimination, harassment, and retaliation will be addressed promptly. Employees are required to report incidents to either: their immediate supervisor, their department head or any other department head, or the Library Director. Employees are assured that concerns and reports can be made without fear of reprisal or retaliation.

Patrons who witness discrimination or harassment are encouraged to report such instances to library supervisors or department heads.