



Anti-Discrimination Policy

The Geneva Public Library (“the Library”) provides an environment that is free of illegal discrimination and harassment for everyone, including but not limited to: Library patrons, employees, volunteers, and contractors. Any party who believes that they have encountered discrimination because of age, race, creed, color, national origin, sex, sexual orientation, gender expression, disability, predisposing genetic disposition or carrier status, veteran status, domestic violence victim status, or marital status should discuss the problem with the Executive Director (“the Director”) or Board of Trustees (“the Board”) President.

1. Use of Library Resources

To ensure adherence to state and federal anti-discrimination laws, Library resources (including staff assistance, production resources, and public areas) may not be used in a way that discriminates on the basis of age, race, disability, predisposing genetic condition, gender, sexual orientation, religion, national origin, veteran status, or domestic violence victim status.

Examples of violations of this policy include, but are not limited to:

- Viewing content which insults, demeans or targets people based on the protected characteristics listed above and is displayed in shared or public areas where others can easily see it.
- Requesting staff help to print discriminatory material;
- Using a Library room to host a meeting that limits attendance based on a protected category;
- Violation of a domestic violence victim’s protective order.

This policy shall never be interpreted to deny or impede access to Library collection materials or materials via interlibrary loan. Content viewing does not limit private research or viewing of difficult or sensitive topics; it only applies when content is displayed in a way that could impact others in shared spaces, as further noted in the *Computer and Internet Use Policy*.

Violations of this policy shall be considered harassment and concerns about the application of this policy shall be addressed through the Library’s *Safety Policy*, *Employee Handbook*, and *Whistleblower Policy*.

2. Accessibility Statement

The Library complies with the [Americans with Disabilities Act \(ADA\)](#) of 1990 by taking steps to make its facilities barrier-free and accessible and making other adjustments to reasonably accommodate Library patrons, employees, volunteers, contractors, and all library visitors with disabilities.

Adopted by the Board of Trustees: November 20, 2019

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