

## **Lyons Regional Library District Non-Discrimination Policy**

The Lyons Regional Library Board hereby declares that it is the policy of the Lyons Regional Library District to comply fully with the Colorado Civil Rights Act (Parts 3 through 8, Article 34, Title 24, Colorado Revised Statutes), the Colorado Library Law (Part 1, Article 90, Title 24, Colorado Revised Statutes), and applicable Federal laws prohibiting discrimination in employment and places of public accommodation, including but not limited to the Americans With Disabilities Act, the Age Discrimination in Employment Act, and Title VII.

The Lyons Regional Library District will ensure “equal access to information without regard to age, physical or mental health, place of residence, or economic status.” This includes, but is not limited to, the Library’s facilities, programs, resources, services, and staff. The District will not discriminate in providing access to information based on an individual’s physical or mental well-being or lack thereof, age, creed, disability, economic status, marital status, national origin, race, religion, sex, sexual orientation, or any other legally protected status.

The Lyons Regional Library District is an equal opportunity employer and will not unlawfully discriminate on the basis of “Race, Color, National origin, Religion, Sex (including pregnancy, childbirth, and related medical conditions), Disability: Physical, mental, or learning, Age (40 and older), Sexual orientation (including perceived sexual orientation), AIDS/HIV, Lawful conduct outside of work, Mental illness, Transgender status, Marital status,” or any other legally-protected status with respect to any condition of employment. It is the District's intention that all qualified applicants are given equal opportunity and that selection decisions be based on job-related factors. The District will not discriminate against any person because such person has opposed any practice made a discriminatory or an unfair employment practice by Colorado or Federal anti-discriminations laws, or has filed a charge with the commission, or has testified, assisted, or participated in any manner in an investigation, proceeding, or hearing conducted in relation to an act of discrimination.

A person with a disability has the right to be accompanied by an assistance dog when visiting The Lyons Regional Library District’s facilities. Additionally, the Lyons Regional Library District will abide by the provisions of Part 8, Article 34, Title 24, Colorado Revised Statutes, with respect to any employee accompanied by an assistance dog.

Adopted: 06-26-2017

Revised