

Lyons Regional Library District Non-Discrimination Policy

The Lyons Regional Library District complies fully with the Colorado Civil Rights Act (Colorado Revised Statutes §§ 24-34-301 *et seq.*), the Colorado Library Law (C.R.S. §§ 24-90-101 *et seq.*), 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 of the United States Civil Rights Act of 1964.

The District provides for and ensures that all individuals and groups have full and equal access to library information, programs, services, facilities, privileges, advantages, and accommodations. LRLD does not discriminate, directly or indirectly, on the basis of age, sex, gender identity, disability, religion, race, color, national origin, political preference, sexual orientation, creed, ancestry, marital status, place of residence, economic status, military status, retaliation for engaging in protected activity, or any other legally protected status.

A qualified individual with a disability has the right to be accompanied by a service animal individually trained for that individual when visiting the Library, as provided in C.R.S. § 24-34-803.

The District is an equal opportunity employer and will not unlawfully discriminate on the basis of age, sex, gender identity, disability, religion, race, color, national origin, political preference, genetic information, sexual orientation, creed, ancestry, marital status, retaliation for engaging in protected activity, or any other legally protected status with respect to job application procedures, employment, advancement, discharge, compensation, job training, or any other term, condition, or privilege of employment. It is the LRLD's intention that all qualified applicants are given equal opportunity and that selection decisions are based on job-related factors. The District will abide by the provisions of C.R.S. § 24-34-803 with respect to any employee accompanied by a service animal.

The District will not discriminate against any individual or group because the individual or group has opposed any practice which is made a discriminatory practice by Colorado or federal anti-discrimination laws or filed a complaint or charge of discrimination, or testifies, assists, or participates in any manner in any investigation, proceeding, or hearing relating to an alleged act of discrimination.

Approved and Adopted by the Lyons Regional Library Board of Trustees: December 14, 2021