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# Board Policy



## **Equal Employment Opportunity**

### **Policy Statement**

It is the policy of the Pierce County Library System to provide equal opportunity to all employees and applicants for employment.

### **Purpose**

This policy confirms the Library's commitment to providing equal employment opportunity and to comply with the laws of the United States and the State of Washington.

### **Policy**

All personnel practices, such as recruitment, hiring, promotions, training, discipline and privileges of employment, shall be administered in a manner which does not discriminate against an employee or job applicant on the basis of:

race, color, creed, religion, ancestry, citizenship, national origin, sex, age, presence of HIV or hepatitis C infection (except where sex or age or presence of HIV or hepatitis C infection is a bona fide occupational qualification as defined by the Washington State Human Rights Commission), marital or family status (including pregnancy), sexual orientation, gender or gender identity, presence of any sensory or mental or physical disability (unless such disability effectively prevents the performance of the essential functions required of the position and which cannot be accommodated without undue hardship), honorably discharged veteran or military status, use of a trained dog guide or service animal by a person with a disability, or genetic information.

The Library's legal obligations under equal employment opportunity statutes are not expanded or diminished by adoption of these policies. Legal obligation shall be determined solely by the law in effect at the time of any legal action.

### **Related Policies:**

- Anti-Discrimination/Anti-Harassment Policy
- Diversity and Inclusion Policy

### **Board Policy 4.1**

**Adopted by the Pierce County Library System Board of Trustees June 17, 1999 (Replacing the Affirmative Action Policy).**

**Revised by the Pierce County Library System Board of Trustees June 13, 2012.**