

Equal Opportunity Policy

Board of Trustees

It is the goal of the Weber County Library to employ a diverse group of individuals who represent the richness of ideas and philosophies prevalent in a modern society.

Therefore, it will be the policy of the Board of Trustees to prohibit discrimination (based on race, gender, pregnancy, color, national origin, religion, age, disability, or individual life-style) in all personnel actions including:

- Recruitment, hiring / re-hiring, transfers, layoffs, and advancement;
- Compensation and benefits;
- Education and training, tuition assistance, attendance at workshops and professional meetings; and
- Social and recreational programs.

Complaints of discrimination will be investigated and corrective action taken, up to and including termination. It is also the Library Board's policy to ensure against, and to take corrective action against, employees who harass, embarrass, or retaliate in any respect against one who has made a complaint regarding discrimination.

The Board realizes that, in support of the Library mission, there is more to being an "Equal Opportunity Employer" than just complying with the letter of the law. Therefore, the on-going administrative planning process for employee diversity training, and planning for the equitable provision of services to a diverse public, will clearly manifest our commitment to the spirit of the law as well.

The Board of Trustees pledges support in every way to the employment of a staff which promotes and fosters pluralism while still maintaining the coherence needed to act as a single community.