

Dorothy Hull Library – Windsor Township

Inclusion and Anti-Harassment Policy

Purpose

This purpose of this policy is to establish an inclusive atmosphere and culture that is free of discrimination and harassment.

The Dorothy Hull Library – Windsor Township will not tolerate discrimination or harassment toward any person including but not limited to patrons, employees, trustees, volunteers, non-employee service providers, or visitors.

Discrimination is the unjust or prejudicial treatment of a person or persons such as an individual being denied something, for example not being allowed to participate in an event, program, or denied the borrowing of material, collections, or interlibrary loan, without cause.

Harassment is the intimidation or degradation of an individual whether by word or action such as telling unwanted jokes, bullying (including cyber bullying), or unwanted physical contact.

Any party who believes they have experienced discrimination or harassment based on any reason stated (but not limited to) those listed below should discuss the issue with the Library Director or Library President. The Director/Library President will investigate the situation and will determine if discrimination/harassment has occurred. If an investigation indicates that this policy has been violated, action will be taken to the fullest extent of the law, and the Dorothy Hull Library Bylaws and Policies.

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|-------------------|--------------------|
| Age | Marital status |
| Disability | National origin |
| Economic means | Occupation |
| Education | Parental status |
| Ethnicity | Political beliefs |
| Gender | Race |
| Gender expression | Religion |
| Gender Identity | Sexual orientation |
| Hairstyle | Smoking status |
| Housing status | Veteran Status |

Version	Adopted	Amended	Update Information
1	01-18-2018		
2		12-19-2024	Repeals & replaces the sexual harassment policy.
Procedure			

