



Kalamazoo
Public Library

Public Policy: Equal Employment Opportunity

Equal Employment Opportunity is a fundamental principle at the Kalamazoo Public Library, where employment opportunities are based on job qualifications without discrimination based on race, color, religion, gender, gender identity, sexual orientation, age, national origin, veteran status, disability, height, weight, familial status, marital status, or any other characteristic protected by applicable law. The library will make reasonable accommodations for employees and job applicants with disabilities.

Kalamazoo Public Library's commitment to equal opportunity is applied to all personnel policies and practices, including but not limited to, recruitment and hiring, training, promotion, transfer, compensation, benefits, discipline, termination as well as social and recreational activities. Our programs are designed to comply with all applicable federal, state, and local laws, directives, and regulations.

Policy adopted March 28, 1994.

Policy revised June 26, 2000; December 14, 2009; **March 25, 2013.**