

FAIR EMPLOYMENT PRACTICES POLICY

This Library has a strong commitment to equal opportunity without unlawful discrimination, retaliation or harassment on the basis of race, color, religion, sex, age, national origin, citizenship, disability/handicap or military status. The bona fide requirements of the job shall be the determinant of appointment. This policy is in keeping with all equal employment opportunity laws, both federal and state (Ohio Fair Employment Act, Rehabilitation Act 1978 and Americans with Disabilities Act of 1990)¹

- 1) Section 4112.04(A) (10) of the Ohio Revised Code requires that the State and its political subdivisions file annual reports with the Ohio Civil Rights Commission. Information for this report is collected both at the point of hire and from those interviewed throughout the year and is filed by the Library by the 31st of each year.
- 2) The Library also has made a strong commitment to Americans with Disabilities Act and the employee may request a reasonable accommodation if he/she feels one is appropriate/warranted.

The Director (or designee) serves as the Equal Employment Opportunity Officer to the Elyria Public Library System. All employees are required to report allegations of violation of this policy. Such reports may be made directly to the Director (or designee) or to the employee's supervisor.

(Approved by the Board of Trustees on August 9, 2004, updated 2017)

¹ {An employee with a question or concern about any type of discrimination in the workplace is encouraged to bring these issues to the attention of his/her immediate supervisor, Deputy Director or the Director. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.}