



# Equal Employment Opportunity Policy

Policy Number: 055

Supersedes Policy #3/14/5; 3/7, Policy #41 - 11/15/15; 4/20/16

Approved: 11/18/2020

Authorized by: Board of Trustees

Effective 12/1/2020 - 11/30/2026

Review Date: 9/30/2026

**1) Purpose:**

To affirm Timberland Regional Library's (TRL) commitment to equal employment opportunity.

**2) Scope:**

This policy applies to all TRL employees and potential employees.

**3) Background:** None.

**4) Definitions:** None.

**5) Policy:**

TRL is an equal opportunity employer. TRL recruits, selects, trains, promotes compensates, and if necessary, disciplines and terminates employees without regard to sex, race, marital status, military or honorably discharged veteran status, age, national origin, sexual orientation, gender identity, color, creed, ancestry, disability, religion, genetic information, status as a victim of domestic violence or sexual assault or stalking, citizenship or immigration status, or any other basis as protected by federal, state or local laws.

**6) References:**

- A. TRL Anti-Discrimination and Harassment Policy.
- B. TRL Social Media Policy.

**7) Citations:**

- A. *RCW 49.60.*
- B. *42 U.S.C. 2000e- 3(a)* (Title VII).
- C. *29 U.S.C. 623(d)* (ADEA).
- D. *42 U.S.C. 12203(a)* and (b) (ADA).
- E. *RCW 49.76.115.*

*Cheryl Heywood* 11/18/2020

Cheryl Heywood, Executive Director

*Bob Hall* 11/18/2020

Bob Hall, President

*By the enactment of this policy the Board of Trustees of Timberland Regional Library is concurrently rescinding any prior policy or procedure within TRL that is either in conflict with or expansive of the matters addressed in this policy.*