

EQUAL EMPLOYMENT OPPORTUNITY & ANTIDISCRIMINATION

The Urbana Free Library is an equal opportunity employer in accordance with state and federal laws. It is the policy of the Library to prohibit discrimination of any type and to afford employment opportunities to employees and applicants without regard to actual or perceived race (and traits associated with race, including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists), color, national origin, ancestry, citizenship status, work authorization status, age, religion, creed, marital status, disability, sex, gender, pregnancy, sexual orientation, gender identity, military or veteran status, order of protection status, genetic information, reproductive decisions, family responsibilities, or any other category protected by applicable law. The policies and principles of equal employment opportunity also apply to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies, and any other persons or firms doing business for or with The Urbana Free Library.

Furthermore, no employee of the Library is to discriminate against any applicant or employee on the basis of a disability or association with a person with a disability. The Library will make reasonable accommodations, including modification of Library policies and procedures in appropriate cases for qualified individuals with disabilities if it can be done without undue hardship for the Library.

The policy of equal employment opportunity and anti-discrimination applies to all aspects of the relationship between The Urbana Free Library and its employees, including but not limited to recruitment, employment, promotion, transfer, training, working conditions, wages and salary administration, employee benefits, and application of policies.

Questions should be referred to the Executive Director.

Adopted March 10, 2015

Revised June 11, 2019; November 9, 2021; August 9, 2022; December 13, 2022; December 10, 2024