



Equal Employment Opportunity

Adopted 09.27.2022

Readopted 10.24.2023; 08.26.2025

The Mystic & Noank Library (the "Library") is committed to the principles of non-discrimination and equal employment opportunity in all of its employment policies and practices, including recruitment and selection, training, compensation, benefits, transfers, promotions, training, and educational opportunities, recreational programs, and all other terms and conditions of employment. The Library will make every effort to ensure that all of its employment policies and practices are administered without discrimination on the basis of race, color, national origin, ancestry, citizenship status, sex (gender), sexual orientation, transgender expression or identity, pregnancy, marital status, parental status, religion, age, disability, past or present service in the uniformed services of the United States, genetic makeup, or any other legally protected basis.

The Library will take all necessary steps to ensure that all employees and applicants are not subjected to harassment, intimidation, threats, coercion, or discrimination because the individual has (a) filed a legally protected complaint, (b) participated, furnished information, or assisted in any manner in an investigation, compliance review, hearing, or other activity related to the administration of federal or state anti-discrimination laws or mandates, (c) opposed any act or practice that is in violation of any federal, state or local equal opportunity laws, or (d) exercised any other right protected by federal, state or local equal opportunity laws.

If you believe you have been subjected to any form of discrimination in any condition of employment based upon your membership in a protected class, or your association with a member of a protected class, you should promptly report the perceived discrimination to your supervisor or, if you believe your supervisor has discriminated against you, report the issue to the Executive Director or the Assistant Director. If the matter involves either the Executive Director or Assistant Director, the employee should contact either the Executive Director or Assistant Director, whoever is the individual who has not created the incident.