

OAK LAWN PUBLIC LIBRARY
BOARD POLICY
EQUAL OPPORTUNITY EMPLOYMENT

The Oak Lawn Public Library is an equal opportunity employer that is committed to diversity and inclusion in the workplace. We prohibit discrimination and harassment of any kind based on race, color, sex (including pregnancy and gender identity), religion, sexual orientation, marital status (including civil union or domestic partnership status), family or parental status, national origin, disability, genetic information, past or present military status, membership in an employee organization, or any other protected characteristic as outlined by federal, state or local laws.

This policy applies to all employment practices within our organization, including hiring, recruiting, promotion, discipline, discharge, layoff, recall, leave of absence, compensation, benefits, and training. The Oak Lawn Public Library makes personnel decisions based solely on qualifications, merit, competence, performance, and business needs at the time.

Any employee who believes this policy has been violated should report the situation to their Department Head, the Human Resources Coordinator, or the Director. All such matters will be held in strict confidence, and thoroughly investigated. If a policy violation is substantiated, appropriate actions will be taken.

Adopted: 05/18/21
Revised: 07/15/25