



Non-Discrimination Policy

The Board of Trustees of Delta County Public Library District (“Library Board”) adopts and makes public the following written policy: **Non-Discrimination Policy**

Revision Dates and General Definitions

This revision dated 10/15/2025 overrides all previous versions and any verbal/oral policies, actions, and behavior in existence prior to this date.

No individual has the authority to override the provisions contained in Delta County Public Library District’s (“District”) policies either orally or in writing, or by their actions.

Policy

The District complies fully with the Colorado Civil Rights Act (C.R.S. § 24-34-301, *et seq.*), the Colorado Library Law (C.R.S. § 24-90-101, *et seq.*), and applicable federal laws prohibiting discrimination in employment and places of public accommodation, including but not limited to the Americans with Disabilities Act, the Age Discrimination in Employment Act, and Title VII of the United State Civil Rights Act of 1964.

The District provides for and ensures that all individuals and groups have full and equal access to library information, programs, services, facilities, privileges, advantages, and accommodations. The District does not discriminate, directly or indirectly, on the basis of age 40 and over, race, sex, sexual orientation, gender identity, gender expression, color, religion, national origin, disability, military status, genetic information, or any other status protected by applicable state or local law.

A qualified individual with a disability has the right to be accompanied by a service animal individually trained for that individual when visiting District locations, as provided in C.R.S. § 24-34-803.

The District is dedicated to the principles of equal employment opportunity. We prohibit unlawful discrimination against applicants or employees on the basis of age 40 and over, race, sex, sexual orientation, gender identity, gender expression, color, religion, national origin, disability, military status, genetic information, or any other status protected by applicable state or local law.

It is the District’s intention that all qualified applicants are given equal opportunity and that selection decisions are based on job-related factors. The District will abide by the provisions of C.R.S. § 24-34-803 with respect to any employee accompanied by a service animal.

The District will not discriminate against any individual or group because the individual or group has opposed any practice which is made a discriminatory practice by Colorado or federal anti-discrimination laws or filed a complaint or charge of discrimination, or testifies, assists, or participates in any manner in any investigation, proceeding, or hearing relating to an alleged act of discrimination.

Delta County Public Library District Board of Trustees

President

Date

Secretary

Date

Adopted: 7/16/2025

Revised: 10/15/2025