

## **Non-Discrimination and Sexual Harassment Policy**

It is the policy of the Board of the Bacon Memorial District Library not to discriminate in employment or in access by the public to its materials and programs on the basis of race, color, religion, sex, disability, marital status, national origin, age, sexual orientation or any other legally protected characteristic .

In keeping with this policy, the Board will not tolerate sexual harassment of employees or patrons. Sexual harassment is defined as conduct creating an intimidating, hostile, or offensive environment in the library.

An employee or patron who feels s/he has been subject to discrimination or harassment on any basis should report the offense immediately to the Director. If the problem cannot be resolved at that level, it is to be reported to the Library Board.