

Bristol Library
6750 County Road 32
Canandaigua, NY 14424
585-229-5862
www.thebristolibrary.com

Internal Policy: Non-Harassment/Non-Discrimination

Policy IP7

Effective Date: 06/15/2021

APPLICATION: Staff, Trustees, Volunteers, Contractors, Patrons

STATEMENT OF PURPOSE:

Bristol Library (the Library) is committed to maintaining a workplace free from all forms of unlawful harassment, including sexual harassment. Harassment based on any legally protected basis is a form of workplace discrimination. A perpetrator of workplace harassment can be a superior, a subordinate, a coworker or anyone in the workplace including an independent contractor, contract worker, vendor, client, volunteer, patron or visitor.

POLICY:

This policy provides the rules, regulations and guidelines that all applicants, employees, interns (paid or unpaid), contractors, volunteers, patrons and individuals conducting business with the library, need to follow. This policy is one component of the Library's commitment to a discrimination-free work environment.

RESPONSIBILITY: The Board of Trustees will be responsible for drafting necessary procedures to ensure the policy is successfully implemented, and to further ensure that all persons associated with the Library understand the conditions, rights, and obligations of the Library.

APPROVED: 06/15/2021 by the Bristol Library Board of Trustees

REVISED: DD/MM/YYYY by the Bristol Library Board of Trustees

REVIEWED BY/ON: (Legal counsel and/or by a designated person after a period of time.