## Sample Wording for a Non-discrimination Policy

The \_\_\_\_\_\_\_\_\_ Library is committed to the principle of equal opportunity in access, education and employment. The Library does not discriminate against individuals on the basis of race, color, sex, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, ancestry, or national or ethnic origin.

## Examples from Maine

[Curtis Memorial Library](https://curtislibrary.com/policies-and-bylaws/nondiscrimination-policy/) (Brunswick)

Nondiscrimination Policy: Curtis Memorial Library, Brunswick, Maine: Approved by Curtis Board of Directors 1-21-10

It is the policy of Curtis Memorial Library to adhere to all applicable federal, state, and local laws and regulations pertaining to nondiscrimination in employment and in the provision of services. Curtis Memorial Library does not discriminate on account of race or color, age, gender, sexual orientation, physical or mental disability, political affiliation, religion, ancestry or national origin.

Maine State Library

[Anti-Discrimination and Civil Rights Complaints](https://www.maine.gov/msl/about/policies/documents/AntiDiscrimination-CivilRights.pdf) – Maine State Library

The rights of people served by the Maine State Library are protected by the Maine Human Rights Act, and several federal laws, including Title VI of the Civil Rights Act of 1964, Title II of the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, Title IX of the Educational Amendments of 1972, and the Age Discrimination Act of 1975.Under these laws, the Department may not discriminate based on a person's disability, race, color, sex, gender, sexual orientation, age, national origin, religious or political belief, ancestry, familial or marital status, genetic information, association, or previous assertion of a claim or right. Civil Rights complaints should be forwarded to the State Librarian or the Maine Human Rights Commission. <https://www.maine.gov/mhrc/>

[Racial Justice and Equity Statement](https://www.portlandlibrary.com/about-the-library/policies-guidelines/ppl-racial-justice-and-equity-statement/) – Portland Public Library

Portland Public Library’s Commitment to Work for Racial Justice and Equity

06.19.2020; updated 05.19.21

In our more than 150-year history, Portland Public Library’s mission has been to promote a city of readers through access to learning and opportunities for the free and full expression of ideas by all.

Portland Public Library is a central institution in Greater Portland that is accessible and free to all who seek its resources. However, the persistent murders of Black people and escalating violence against Asian-Pacific Islanders magnify years of racial injustice in our country and impel us to recognize that PPL must take action to dismantle racism and build equity in our systems — education, healthcare, law enforcement, employment, and others — especially for our Black, Indigenous, and People of Color communities.

To fully embrace the Library’s mission and live our values, we must examine and be accountable for our practices, internally and externally, and structure new ways forward.

We commit immediately to:

• Review policies and change those that result in inequitable treatment of all who access the Library

• Intentionally develop the Library Board and Staff to reflect and magnify the rich diversity of our Greater Portland community

• Equip the Library Board and Staff for greater self-knowledge and understanding about their role in anti-racism

• Build collections that tell the many stories and images of our evolving community

• Initiate programs and dialogues that encourage broad and divergent perspectives to engage with one another and advance a community committed to equity and racial justice

• Join with community partners in all sectors who share our commitment to actively identify and break down barriers to racial justice and equity

Join us in our work to achieve racial and social justice. We will know we are living our commitment when we all hold each other accountable.

Sarah Campbell, Executive Director

Peter Richardson, PPL Board of Trustees, President