



Illinois Heartland Library System

TO: IHLS Board of Directors
FROM: Leslie Bednar
DATE: March 10, 2021
RE: Diversity Policy (First Read)

As we complete the review of the IHLS Personnel Code, we are looking for policies that should be included. We chose to begin with a Diversity Policy, primarily arising from our staff bystander intervention training and its focus on respect for all. The policy was drafted by Karen Milner, IHLS counsel.

The attached policy was reviewed by the Executive Committee at their March 10, 2021 meeting. The committee moved it to the full board for further evaluation.

Thank you for your consideration, and please let me know if you have any questions.

IMAGINING TOMORROW ~ DELIVERING POSSIBILITIES TODAY!



Respect For Diversity Policy

Respect for Diversity

IHLS values the diversity of our employees, our library members, and our vendors and recognizes that a culture of diversity, equity, and inclusion is beneficial to everyone connected to IHLS.

Our employees are the most valuable asset of IHLS, and their various differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and other talents are key pieces to making IHLS successful and making everyone with whom IHLS interacts feel welcome. We embrace and encourage employees' differences in age, race, disability, ethnicity, family or marital status, gender, gender identity, sexual orientation, language, national origin, religion, and other characteristics that make everyone unique.

IHLS will not tolerate harassment of any kind directed at any individual associated with IHLS. Employees who do not show respect for the diversity of any IHLS employee, library member, vendor, or anyone else doing business with IHLS will be subject to disciplinary action, up to and including discharge. There will be diversity at all levels of the organization.

- Employees will recognize and respect each other's differences
- Employees will at all times engage in respectful communications with others
- IHLS will provide a work environment that supports diversity
- Employees will seek and nurture different perspectives
- Employees at all levels should not tolerate behaviors in the workplace that are inconsistent with IHLS's commitment to workplace diversity, building a diverse workforce, and providing equal opportunities to all regardless of age, race, disability, ethnicity, family or marital status, gender, gender identity, sexual orientation, language, national origin, religion, and any other characteristics protected by applicable law