

Equal Employment Opportunity Policy

<p>Southeastern NY Library Resources Council</p> <p>Equal Employment Opportunity Policy</p> <p>Related Policies: Anti-Discrimination Policy Sexual Harassment Prevention Policy Civil Rights and Diversity, Equity and Inclusion Commitment Policy</p>	<p>Replaces Non-discrimination and equal opportunity Policy, 9/19/2019</p> <p>Approved by the Board of Trustees: 11/21/2019. Revised: 9/15/2022</p>
<p>Position(s) responsible for Compliance: Executive Director, Board</p>	<p>To be reviewed: Annually</p> <p>To be posted: in plain view, on job announcements as needed</p>

This EEO Policy sets out part of Southeastern's civil rights commitments as required in the federal "Equal Employment Opportunity" law. This EEO policy is not the only civil rights-focused policy maintained or followed by Southeastern; please see the above-listed policies for more information.

Southeastern will not discriminate against any employee or applicant for employment because of race, creed, color, national origin, sex, age, disability or marital status, and will undertake programs of affirmative action to ensure that minority group members and women are afforded equal employment opportunities without discrimination, and shall make and document its conscientious and active efforts to employ and utilize minority group members and women in its work force on State contracts.

Further, it shall be a practice of Southeastern to state in all solicitations or advertisements for employees that all qualified applicants will be afforded equal employment opportunities without discrimination because of race, creed, color, national origin, sex, age, disability or marital status.

Further, Southeastern shall request each employment agency, labor union, or authorized representative of workers with which it has a collective bargaining or other agreement or understanding, to furnish a written statement that such employment agency, labor union, or representative will not discriminate on the basis of race, creed, color, national origin, sex, age, disability or marital status and that such union or representative will affirmatively cooperate in the implementation of the proposer's obligations. Such request and resulting commitment shall be noted in any resulting contract.

Pursuant to Article 15 of the Executive Law (the "Human Rights Law"), all other State and Federal statutory and constitutional non-discrimination provisions, Southeastern and any sub-contractors will not discriminate against any employee or applicant for employment because of race, creed (religion), color, sex, national origin, sexual orientation, military status, age, disability, predisposing genetic characteristic, marital status or domestic violence victim status, and shall also follow the requirements of the Human Rights Law with regard to non-discrimination on the basis of prior criminal conviction and prior arrest.

As required by law, Southeastern shall post a notice describing the Federal laws prohibiting job discrimination based on race, color, sex, national origin, religion, age, equal pay, disability or genetic information.