



## DIVERSITY STATEMENT

**REVISED: December 17, 2013**

**APPROVED:** December 13, 2010

**POLICY NUMBER: 1.03**

**RELATED POLICIES:** Mission, Vision, & Values 1.01; Customer Service Policy 1.02; Collection Policy 3.01; Borrower's Policy 4.01; Americans with Disabilities Act Grievance Procedure 1.03.01; Outreach Services 4.08; Jail Services 4.10; Meeting Room and Facilities Use 7.03; Equal Opportunity 12.01; Personnel Selection 12.02; Unlawful Discrimination 12.27; Policy Against Harassment 12.28; Workplace Behavior Standards Policy 12.29; Policy Regarding Political Activities and Expression by WCLS Employees 12.31; Disability, Serious Illness, and Accommodation 12.48

**STATUTORY REFERENCE:** Civil Rights Act of 1964 (Title VII); Equal Pay Act of 1963 (EPA); Age Discrimination in Employment Act of 1967 (ADEA); Americans with Disabilities Act of 1990 (ADA) (Titles I and V); Genetic Information Nondiscrimination Act of 2008 (GINA); Civil Rights Act of 1991; RCW 49.60.30, RCW 49.60.180 and RCW 49.60.215

**SCOPE:** Trustees and Staff of the Whatcom County Library System

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Whatcom County Library System (WCLS) is inclusive; welcoming and respecting people from all walks of life in its services, policies, programs, staffing, and outreach. WCLS recognizes each individual's uniqueness regarding race, religion, color, creed, national origin, sex, sexual orientation, age, political affiliation or belief, marital status, veteran status, or the presence of any sensory, mental or physical disability or the use of a trained dog guide or service animal by a disabled person. At the heart of its communities and a source of information and ideas, WCLS supports awareness and understanding of similarities and difference in our diverse and global culture.

Adopted by the Whatcom County Library System Board of Trustees:

Signed by Deb Lambert  
Board Chairperson

December 17, 2013  
Date