

Davenport Public Library

Discrimination and Harassment Policy

The Davenport Public Library Board of Trustees affirms and emphasizes its commitment to provide a professional working and learning environment which is fair and responsible. This commitment supports, nurtures, and rewards educational and employment growth based on relevant factors. These factors include ability and performance free of discriminatory, inappropriate, and disrespectful conduct or communication, and/or harassment.

Davenport Public Library is committed to creating and maintaining a workforce that gives open expression to the Library's organizational values and brings a rich diversity of people and talents to the accomplishment of the Library's Mission and Vision.

Discrimination or harassment can occur between library patrons, between library employees, and/or between library patrons and library employees. It may also include other third parties. Davenport Public Library is concerned about all parties and their actions, and is prepared to take preventative and corrective action to ensure a safe and respectful environment. Individuals who engage in such misconduct are subject to appropriate disciplinary measures.

Definition of Discrimination and Harassment

In accordance with the Iowa Civil Rights Act ([Code of Iowa, Chapter 216](#)), employment discrimination is defined as the practice of unfairly treating a person or group of people differently from other people or groups of other people at work, because of their membership in a legally protected category. Harassment includes but is not limited to, any unwanted, unwelcomed, or uninvited behavior in any form that annoys, demeans, threatens, intimidates, or offends the victim and results in a hostile environment for the victim. Sexual harassment is characterized by request for sexual contact; unwelcome physical advances; or verbal or physical conduct of a nature that is intimidating, hostile, or offensive. For further information, see [Code of Iowa, Chapter 708.7](#).

Retaliation is Prohibited

Davenport Public Library encourages reporting of all perceived incidents of discrimination or harassment. The Library investigates all reports of discrimination or harassment. The Library prohibits retaliation against any individual who reports discrimination or harassment, or participates in an investigation of such reports.

Equal Employment Opportunity

It is the policy of Davenport Public Library to ensure equal employment opportunity without discrimination or harassment on the basis of race, color, religion, sex, national origin, citizenship, sexual orientation, gender identity, pregnancy, age, disability, marital status, retaliation, genetic information, and any other characteristic protected by law. The Library will provide reasonable accommodations to applicants and employees with disabilities or religious beliefs, observances, and practices as required by federal and state law pursuant to [Code of Iowa, Chapter 216.6](#).

Responding to Harassment

Any employee, patron, or third party who believes that they have been subjected to harassment or discrimination, or who has witnessed such events, should make this known to a supervisor and Library Administration. The President of the Library Board of Trustees may also be contacted. Administration will investigate the complaint and inform the employee, patron, or third party of the possible options in pursuing the complaint. Administration will maintain discretion and confidentiality to the greatest possible extent. Law enforcement will be involved for inappropriate behavior as necessary.

Approved by the Library Board of Trustees: 05/23/1991
Reviewed/Revised: 09/18/2007 | 03/15/2011 | 02/18/2014 | 12/20/2016 | 01/21/2020 | 03/21/2023