

# ***Ojai Valley Library Friends and Foundation***

**A 501(c)(3) NONPROFIT CORPORATION**

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## **Nondiscrimination Policy**

The Ojai Valley Library Friends and Foundation (OVLFF) is a 501(c)(3) nonprofit organization. OVLFF is committed to providing an environment that is free from discrimination because of race, color, religion, creed, national origin, ancestry, disability, gender, sexual orientation, or age. This relates to admission, participation in, or receipt of the services and benefits of any of its programs and activities, whether carried out by OVLFF directly or through a contractor or any other entity with whom OVLFF arranges to carry out its program and activities.

The Board of Directors has issued the following policy stating the OVLFF's views in this matter:

It is the policy of the OVLFF to:

- Strictly follow personnel procedures that will ensure equal opportunity for all people without regard to race, color, religion, creed, national origin, gender, sexual orientation, age, ancestry, marital status, disability, veteran or draft status;
- Make reasonable accommodations wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job and provided that any accommodations made do not require significant difficulty or expense.
- To actively encourage venues utilized by OVLFF sponsored programs to fully comply with the provisions of the Americans with Disabilities Act.
- Thoroughly investigate instances of alleged discrimination and take appropriate board action if warranted.

Adopted by Board action on: October 29, 2013