

## **Nondiscrimination Policy**

Created 12/2025

Approved

The Boone County Public Library Foundation ("the Foundation") is committed to fostering an environment that is inclusive, welcoming, and free from discrimination in all aspects of its operations. The Foundation upholds the values of equity, dignity, and respect and ensures that all individuals are treated fairly in accordance with applicable federal, state, and local laws, including Kentucky's civil rights statutes.

### **Policy Statement**

The Foundation does not discriminate on the basis of race, color, national origin, ancestry, ethnicity, religion, creed, sex, sexual orientation, gender identity or expression, pregnancy, childbirth or related medical conditions, marital or familial status, age (40 and over), disability, genetic information, veteran or military status, socio-economic status, or any other characteristic protected by:

- Kentucky Civil Rights Act, KRS 344.010–344.680
- Title VI of the Civil Rights Act of 1964
- Title VII of the Civil Rights Act of 1964
- Age Discrimination in Employment Act (ADEA)
- Americans with Disabilities Act (ADA) and ADA Amendments Act
- Genetic Information Nondiscrimination Act (GINA)
- Any other applicable federal or state laws.

### **Scope**

This policy applies to all Foundation activities, including but not limited to:

- Governance and decision-making
- Employment and volunteer opportunities
- Selection and treatment of contractors, consultants, and vendors
- Grantmaking practices
- Fundraising events, programs, and community engagement
- Services, collaborations, and all public interactions

### **Commitment to Accessibility and Inclusion**

In accordance with the Americans with Disabilities Act and the Kentucky Civil Rights Act (KRS 344.010–344.230), the Foundation is committed to ensuring equitable access to all programs, services, and activities. Reasonable accommodations will be provided upon request to enable full participation.

### **Prohibited Conduct**

Discriminatory practices are strictly prohibited under this policy and under state and federal law. Prohibited conduct includes:

- Unequal treatment or denial of participation based on any protected characteristic

- Harassment, including verbal, physical, or visual conduct that demeans, intimidates, or interferes with participation in Foundation activities
- Retaliation against individuals who report discrimination or participate in an investigation, in accordance with KRS 344.280 and related federal protections

### **Reporting and Resolution**

Any individual who believes they have been subjected to or witnessed discrimination in connection with Foundation activities is encouraged to report concerns to:

- The Executive Director of Boone County Public Library, or
- The President of the Boone County Public Library Foundation Board

Reports will be addressed promptly and handled confidentially to the extent permitted by law. Retaliation for making a good-faith report is strictly prohibited under both this policy and KRS 344.280 (Retaliation).

### **Review and Responsibility**

The Foundation Board of Directors is responsible for implementing, monitoring, and periodically reviewing this policy to ensure alignment with:

- The Foundation's mission and values
- The Kentucky Civil Rights Act (KRS Chapter 344)
- Applicable federal civil rights laws
- Best practices for nonprofit governance and equity