



Equity, Diversity, Inclusion, & Anti-Racism Policy

This policy commits the Lee-Whedon Memorial Library to the elimination of all forms of racial discrimination. This policy applies to employees, volunteers, contractors, and customers/patrons at the library.

For the purposes of this policy, racism refers to prejudice or discrimination directed against someone based on the belief that “racial differences produce an inherent superiority of a particular race” (Merriam-Webster Dictionary). Race can be defined as background, family, culture, history, or beliefs. Racial discrimination can occur because of a person’s race, colour, descent, national or ethnic origin, or immigrant status.

The library has a zero tolerance policy towards racism, hatred, vilification, or discrimination of any type. The library is committed to providing:

- equitable access, opportunities, and experiences
- a welcoming and safe space for everyone
- respectful and fair treatment
- a broad and inclusive collection to raise awareness of and promote diversity

In order to comply with this policy, the library will conduct an annual diversity audit of its collection. The library will also provide EDI & Anti-Racism resources and book lists.

Anyone who experiences racial discrimination, harassment, or vilification is encouraged to report it using the library’s complaint form. Complaints will be dealt with in a timely manner. Investigations will be concluded efficiently and normally within 14 working days of the receipt of a signed complaint. The complaint filer will be kept updated of progress if the investigation proceeds past 14 days.

All staff and volunteers have a responsibility to act with the principle of promoting cultural diversity and inclusiveness. Disregard for this policy may result in discipline or termination.

Approved March 2021