

IV. LEGISLATION – POLICIES – RULES - GUIDELINES
B.1 Policies - Anti-discrimination Policy

Our Deputy Attorney General recommends that the Commission’s anti-discrimination policy mirror the wording of the State policy. According to the [Idaho Commission on Human Rights](#), “illegal discrimination may be based on: race, sex, color, national origin, religion, age (over 40), mental or physical disability.” Our deputy AG advises against including additional terms in our policy because it would be difficult to defend in a discrimination complaint. He also believes that other types of discrimination and harassment are covered by other existing statutes and policies.

I recommend amending the Commission’s current policy to align with wording from the Commission on Human Rights.

Suggestion motion: I move that the Commission’s Policy Against Sexual Harassment and Other Discriminatory Workplace Harassment be amended as shown in Board Document 17-38.

MSC _____

~~Idaho Commission for Libraries Policy Against Sexual Harassment and Other Discriminatory Workplace Harassment~~

~~ICfL employees are expected to treat their co-workers with courtesy, respect and dignity.~~

~~ICfL employees are expected to refrain from conduct that may be reasonably considered offensive to others.~~

It is the policy of Idaho Commission for Libraries (ICfL) that all employees have a right to work in an environment free from discriminatory ryion or harassment based on sex, gender, race, color, age, national origin, religion, mental or physical disability, or any other protected discriminatory factor. ICfL has zero tolerance for any form of harassment of its employees by other employees and will take immediate and appropriate action to prevent and correct behavior that violates this policy. ICfL also strives to protect its employees from any form of harassment by other parties, including customers and vendors.

All employees will be expected to comply with the policy and take appropriate measures to ensure that such conduct does not occur.

Appropriate disciplinary action will be taken against any employee who violates this policy. Based on the seriousness of the offense, disciplinary action may include, but is not limited to, verbal or written reprimand, suspension, demotion, or dismissal.

Any employee who believes they are a victim of such harassment or discrimination may complete the Problem Solving Request Form and/or request a confidential investigation. Employees may also file a complaint with the Human Rights Commission regarding any illegal

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discrimination. Such complaint must be filed within one (1) year from date of the incident (or last alleged incident).

In all cases, the complaint, the investigation and the solution must be kept confidential to the maximum extent possible.