

## **Camden County Library District Policy Manual**

### **Section 1. Employees**

#### **Subsection 25. Equal Employment Opportunity and Nepotism**

The Camden County Library District (CCLD) provides equal employment opportunity as required by applicable laws in all aspects of employment, including, but not limited to, recruitment, hiring, training, transfer, promotion, compensation, and other employment benefits. Discrimination in employment opportunity against protected individuals based on race, color, sex, pregnancy, age, religion, national origin, ancestry, alienage or citizenship status, disability, marital status, sexual orientation, gender identity or expression, receipt of governmental assistance, military service or affiliation, genetic information, veteran status, status as a victim of sexual or domestic violence, or order of protection status, is strictly prohibited.

All applicants and employees shall be qualified for the position of employment and indicate a capability of performing job requirements, with reasonable accommodation if required.

Responsibility for understanding, communicating, and applying this policy is assigned to the Director, Department Managers, and all administrative staff responsible for employment functions.

The Camden County Library District complies with the Missouri Constitution, Amendment VII Section 6. Penalty for nepotism. — "Any public officer or employee in this state who by virtue of his office or employment names or appoints to public office or employment any relative within the fourth degree, by consanguinity or affinity, shall thereby forfeit his office or employment."

This applies to relatives of the Board of Trustees, Director, and all supervisors.