

### **EQUAL OPPORTUNITY ASSURANCE STATEMENT**

It is the policy of the DeKalb Public Library to comply with Section 188 of the Workforce Investment Act of 1998 (WIA), which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex, national origin, age, sexual orientation, disability, political affiliation or belief, and against beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant authorized to work in the United States or participation in any WIA Title 1 financially assisted program or activity;

DeKalb Public Library complies with Title VI of the Civil Rights Act of 1964, as amended which prohibits discrimination on the bases of race, color, and national origin;

DeKalb Public Library complies with The Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals with disabilities;

DeKalb Public Library complies with Section 188 of the WIA which also provides that persons with disabilities must be provided with reasonable accommodations and modifications for their disabilities. The section also requires that individuals with disabilities be given services alongside (not segregated from) people without disabilities, unless the program or activity providing services performs an individualized assessment of a particular individual with a disability and concludes that the individual needs special, segregated services;

DeKalb Public Library complies with The Age Discrimination in Employment Act of 1975, as amended, which prohibits discrimination on the basis of age; and

The DeKalb Public Library is an “equal opportunity employer” and auxiliary aids and services are available upon request to individuals with disabilities”.

Passed July 22, 2009 by the DeKalb Public Library Board of Trustees