

## Marcellus Free Library

<b>Policy Name:</b>	Diversity, Equity, Inclusion, and Accessibility Statement		
<b>Section Title:</b>	Personnel and Public		
<b>Adopted:</b>	December 14, 2023	<b>Reviewed:</b>	November 9, 2023

1. **Policy Statement:** The purpose of this policy is to establish guidelines and regular procedures for the library's commitment to diversity, equity, inclusion, and accessibility.

### 2. The Policy

Marcellus Free Library unequivocally supports the rights of patrons to be served with accurate, unbiased, and courteous responses and for employees to be treated with respect. Everyone involved with the Marcellus Free Library, regardless of age, ethnicity, religious beliefs, political affiliation, gender identity, socioeconomic status, sexual orientation or ability deserves respectful treatment and support in their pursuit of information and library services. As set forth by the American Library Association's Code of Ethics (2021), the Marcellus Free Library works to recognize and challenge biases, confront inequity and oppression, enhance diversity and inclusion, and advance social progress in our libraries, communities, profession, and associations through awareness, advocacy, education, collaboration, services, and allocation of resources and spaces. If any patron or employee experiences treatment that fails to meet this standard, they are urged to bring it to the attention of the Library Director or contact any member of the Board of Trustees. Working together as a community to uphold these standards of ethical and respectful behavior can make the Marcellus Free Library a welcoming and inclusive environment we can all be proud of and utilize.