

EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of The Smithtown Library to provide equal opportunities for all employees and job applicants. The Library will follow this policy in implementing all employment practices, policies, and procedures.

The Smithtown Library will recruit, hire, train, and promote persons in all job titles without regard to age, race, creed, color, national origin, sexual orientation, gender identity or expression, military status, sex, physical or mental disability, predisposing genetic characteristics, familial status, marital status, status as a victim of domestic violence, or reproductive health decisions.

The Smithtown Library will provide reasonable accommodations to employees with a disability or physical condition to perform the essential functions of their job and to those seeking employment with the Library.

The Library will not be able to make an accommodation that would impose undue hardship on the operations of the Library. The Americans with Disabilities Act defines an undue hardship as an action that requires significant difficulty or expense. Each accommodation request will be handled on a case-by-case basis, taking the individual needs of the employee and the Library into consideration.