ELLINGTON FARMAN LIBRARY NON-DISCRIMINATION & ANTI– HARASSMENT POLICY

The Ellington Farman Library is a private, non-profit education corporation chartered by the Board of Regents of the University of the State of New York to provide free public library services. The Board of Trustees, as a public body operating a non-profit corporation, adopts this policy to satisfy **New York State Human Rights Law (Executive Law Article 15)**, **NYS Education Law § 260-a (Open Meetings Law)**, and state registration standards under **8 NYCRR § 90.2**.

THIS POLICY STATES THE FOLLOWING:

Purpose & Legal Authority

In alignment with the Handbook for Library Trustees of New York State, this policy ensures that the Library is open, welcoming, and safe for all. The Library strictly prohibits discrimination and harassment in its services, programs, facilities, and employment practices.

Absolute Protected Classes (NYS Compliance)
No person shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination or harassment in any Library service, program, facility usage, or employment practice based on actual or perceived:

- Race & Color: Including traits historically associated with race, such as hair texture and protective hairstyles (the NYS CROWN Act).
- Religion & Creed: Including the right to wear religious clothing, attire, or facial hair.
- Sex, Gender, & Identity: Including sexual orientation, gender identity or expression (transgender status), pregnancy, and individual reproductive health choices.
- Disability: Physical or mental impairments
- Status & History: Marital status, familial status, military/veteran status, domestic violence victim/survivor status, predisposing genetic characteristics, and certain prior arrest or conviction records.

Equitable Application of Patron Policies
To satisfy NYS court tests of legal validity, all library regulations (including the Patron Code of Conduct) must be specific, reasonable, and applied uniformly without discrimination

Non-Discriminatory Enforcement: Library staff shall enforce rules (such as noise levels or space utilization) neutrally. Rules must not be enforced selectively against specific or vulnerable groups (e.g., unhoused individuals or adolescents).

Access Barriers: In accordance with NYS public standards, access to library cards, materials, and services will be granted equally to all residents within our chartered service area, regardless of institutional or housing stability

Reasonable Accommodations: The Library will make reasonable accommodations for patrons and employees with disabilities to ensure equitable physical and digital access.

Public/Patrons: Incidents of perceived discrimination or harassment on library grounds should be reported directly to the Library Director. If a complaint involves the Director, it must be escalated to the President of the Board of Trustees.

External Filing: Individuals retain the right to file an official complaint with the New York State Division of Human Rights.

Violations: Non-compliance by staff or trustees will result in disciplinary action up to termination or board removal. Patron violations may result in a temporary suspension of privileges, subject to a reasonable and legally valid appeals process.

ADOPTED BY BOARDOF TRUSTEES ON THE FOLLOWING DATE: October 26, 2026

Ellington Farman Library 760 Thornton Rd, Ellington NY 14732