



## **South King Tool Library Inclusiveness Policy**

Adopted by the Board of Directors on May 13, 2020

SKTL does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, volunteers, subcontractors, vendors, and clients.

SKTL is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

### **Addendum**

Adopted by the Board of Directors on July 8, 2020

We acknowledge that inequality exists today. We know many lives have been impacted in extremely personal ways and people are hurting. At SKTL, we stand shoulder to shoulder with those whose voices aren't being heard. We believe in building, repurposing, and saving things. We encourage honest conversation to build awareness, strengthen relationships, and save our community. Our hope is that together we can build a stronger tomorrow in our community and the world.