



State of Vermont
Department of Libraries
60 Washington Street, Suite 2
Barre, VT 05641

Tel: 802-636-0040

Agency of Administration

Vermont Department of Libraries Anti-Discrimination and ADA Access Policy **July 8, 2024**

The Vermont Department of Libraries serves everyone equitably. The rights of people served by the Department are protected by the First Amendment to the U.S. Constitution, the Civil Rights Act of 1964, the Americans with Disabilities Act of 1990, and Vermont laws prohibiting discrimination in places of public accommodation. Under these laws, the Department may not discriminate based on a person's disability, race, color, sex, gender, sexual orientation, age, national origin, religious or political belief, ancestry, or familial or marital status. Civil Rights complaints should be forwarded to the State Librarian or the Vermont Human Rights Commission.

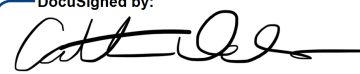
Services and policies of the Department are developed to reflect Vermont's diverse people and history, including diversity of race, ethnicity, sex, gender identity, sexual orientation, disability status, religion, and political beliefs.

The Department strictly prohibits discrimination on the basis of disability. Further, it is the policy of the Department to provide access to all of its programs, services, and facilities to persons with disabilities in accordance with Title II of the Americans with Disabilities Act.

The Department strives to reasonably accommodate individuals with disabilities, unless the accommodation imposes an undue burden. The Department will make every reasonable effort to determine and provide the appropriate reasonable accommodation for a qualified individual upon request. The Department, at its discretion, may require the individual to provide additional information about their disability or limitations and the need for accommodation. The ADA does not require the Department to take any action that would fundamentally alter the nature of its programs or service or impose an undue financial or administrative burden.

Individuals with a disability who require an accommodation should contact the Department at (802) 636-0040 or Lib.Contact@vermont.gov.

Approved

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Catherine Delneo
State Librarian & Commissioner of Libraries
Vermont Department of Libraries