

Racine Public Library

Hiring Policy

Purpose of the Hiring Policy

The Racine Public Library is committed to cultivating a diverse and inclusive culture that welcomes all people to the library. RPL staff believes our differences in age, race, color, disability, ethnicity, marital status, gender identity or expression, language, national origin, physical and mental ability, religion, sexual orientation, veteran status, and other characteristics enhance our understanding of, and service to, our diverse community. We strive to honor this commitment through staff development and in our recruitment, hiring, and promotion practices. We also strive to have the diversity of the community we serve appropriately reflected in our staff.

In order to ensure that RPL is both reflective of and relevant to the community it serves, the Racine Public Library Board encourages and supports recruitment and continuing education initiatives that facilitate the hiring and promotion of a diverse workforce at all organizational levels.

The Racine Public Library seeks out qualified applicants through a variety of recruiting sources including professional, community, and educational institutions. Open positions are posted to the RPL website and on the City of Racine's NEOGOV portal. Select positions may also be posted to regional and national job banks. Applicants may submit their application through the City of Racine's NEOGOV site.

Applicants whose qualifications best match the requirements and the current needs of the Library of a position will be interviewed. Due to the high volume of applications and resumes received for positions at the Library, it is not possible to interview everyone.

Approved by: RPL Board of Trustees

Approved Date: September 15th, 2022 (*August 17th, 2017*)

Review Schedule: Annual.

Next Review Date: September 2023