

**Policy 201.0: Employment Practices**

Reviewed: 04/16/18

Revised: 04/10/2017

Approved: 04/24/17

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1. In accordance with the District Library Establishment Act, State of Michigan Public Act 24 of 1989, the Board has retained the authority to appoint and remove the Library Director, and to set compensation levels for all employees. The Board has delegated authority to the Director to fill all existing vacancies for positions reporting to the Director and the Director will inform the Library Board of all appointments.
2. The Salem-South Lyon District Library (SSLDL) is an “at will” employer.
3. Selection of employees shall be based on the qualifications and credentials of the applicants. Employment is contingent upon successful completion of a background investigation.
4. SSLDL is an equal opportunity employer in compliance with all federal, state, and local anti-discriminatory laws and guidelines.
5. In accordance with the *Immigration Reform and Control Act of 1986*, Salem-South Lyon District Library employs only those individuals who are authorized to work in the United States. All individuals who are offered employment are required to submit documentary proof of their identity and employment authorization within three days of actual employment.