

This resolution was **ADOPTED** by the ALA Council at its Council I meeting on Sunday, January 9, 2011, in San Diego, CA

Clarification Within Job Listings as to the Presence or Absence of Domestic Partner Benefits

Whereas the recruitment and retention of qualified librarians is of paramount importance to all libraries that publish job announcements;

Whereas individuals of any sexual orientation can enter into domestic partnerships, it is in the interest not only of individual applicants but also of the library profession as a whole for applicants to understand whether these benefits are available;

Whereas lesbian, gay, bisexual, and transgender (LGBT) individuals are an integral part of the library community;

Whereas the American Library Association supports equal employment opportunity for gay, lesbian, bisexual, and transgender librarians and library workers. (Policy 54.16);

Whereas discrimination against any minority group in the American Library Association is contrary to the Association's mission;

Whereas libraries will enhance their recruitment and retention by offering equal compensation packages; and

Whereas explicit clarity in job advertisements about the provision or non-provision of domestic partner benefits will avoid confusion, maximize efficiency in the application process for both applicants and employers; now, therefore, be it

Resolved, that the American Library Association (ALA):

- (1) encourages that potential employers specify explicitly in their job announcements in ALA publications or websites whether or not they provide domestic partner benefits by means of appending one of the following two phrases: "Domestic-partner benefits are not offered by this institution" or "Domestic-partner benefits are offered by this institution," and
- (2) urges other publishers and providers to encourage potential employers to specify explicitly in their job announcements whether or not they provide domestic partner benefits by means of appending one of the following two phrases: "Domestic-partner benefits are not offered by this institution" or "Domestic-partner benefits are offered by this institution."

Adopted by the Council of the American Library Association



Keith Michael Fiels
ALA Executive Director and Secretary of the ALA Council
Sunday,, January 9, 2011
In San Diego, California