

## Sustainability Policy

The Library Board of Trustees and staff will support principles that ensure a resilient, sustainable community and library for all its residents. The Library is committed to a "triple bottom line" definition of sustainability:

- Environmentally Sound
- Economically Feasible
- Socially Equitable

### **Environmentally Sound**

The Library will examine its environmental impact locally and globally. The Library will evaluate and strive to establish sustainable purchasing procedures, building maintenance and Library programs. The Library will continue to develop and maintain community partnerships with area schools, organizations, agencies and businesses. Environmentally sustainable thinking will be incorporated into the Library's day to day procedures.

The Library will strive to minimize pollution and waste, conserve energy and water, protect habitat, support renewable energy resources, buy environmentally-friendly products and encourage environmentally preferable transportation. These efforts will extend to contractor and supplier relationships.

The Library will maintain its compliance with all federal, state, and local laws pertaining to air quality, water quality, and all other environmental legislation within the scope of their operations.

### **Economically Feasible**

The Library will pursue goals of energy efficiency that are beneficial not just for the environment but also for cost savings of the Library. As a sustainable library, the Sayville Library is committed to utilizing public funds invested in our organization in fiscally responsible ways. This will be reflected in our fiscal policies.

### **Socially Equitable**

As part of its sustainable initiative, the Sayville Library will incorporate and acknowledge equity, diversity and inclusion in our workspace. Sayville Library provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to age, color, disability, ethnicity, family and marital status, gender identity or expression, language, national origin, physical and mental ability, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Employee understanding and involvement are essential to the implementation of this policy. All employees will receive a copy of this policy upon hire.