

Library of Code, Inc.  
Board of Governors  
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**RESOLUTION TO ESTABLISH THE FUNDAMENTAL RIGHTS OF ALL  
PERSONNEL WITHIN THE CORPORATION**

Drafted by: Matthew [k], Chair  
Drafted on: 2025-03-13

WHEREAS, the Corporation is committed to fostering an inclusive, fair, and respectful environment for all personnel, in alignment with the Corporation's values and applicable policies;

WHEREAS, it is in the best interest of the Corporation to ensure that all personnel are treated equitably and have access to a transparent framework that outlines their rights and responsibilities;

NOW, THEREFORE, BE IT RESOLVED THAT the Board of Governors of Library of Code, Inc. hereby establishes the following Personnel Rights Policy, applicable to all personnel across all departments.

## **ARTICLE I: RIGHTS OF PERSONNEL**

### **SECTION 1: Equal Opportunity and Non-Discrimination**

1. All personnel have the right to work in an environment free from discrimination based on race, gender, age, disability, religion, nationality, ethnicity, sexuality, or any other legally protected status.
2. Employment, advancement, and other personnel decisions shall be based solely on merit, qualifications, and needs of the Corporation.

### **SECTION 2: Respect and Safety**

1. All personnel have the right to an environment and community that is safe, inclusive, and respectful.
2. Harassment, bullying, discrimination, and any form of violence shall not be tolerated.
3. Personnel have the right to report safety concerns or misconduct without fear of retaliation.

### **SECTION 3: Freedom of Expression and Communication**

1. Personnel have the right to express professional opinions and ideas in a respectful manner, within the bounds of policy.
2. Open communication and constructive feedback mechanisms shall be maintained to address concerns and foster transparency.

### **SECTION 4: Professional Development and Growth**

- Personnel have the right to access training, mentorship, and professional development opportunities that support career growth and skill enhancement.
- The Corporation shall foster a culture of continuous learning and encourage knowledge-sharing.

### **SECTION 5: Due Process and Conflict Resolution**

- Personnel have the right to a fair and transparent conflict resolution processes.
- Disciplinary actions shall follow established procedures within their applicable departments to ensure fairness and impartiality.
- Personnel may escalate concerns through designated resolution channels without fear of reprisal.

## **ARTICLE II: POLICY ENFORCEMENT**

1. This policy shall be administered and enforced by the Administrations of Departments within the Corporation.
2. Violations of this policy should result in corrective actions, including but not limited to disciplinary measures, training, or policy modifications.
3. The Board of Governors is committed to ensuring enforcement of this policy and will enact appropriate disciplinary actions for Department Directors or those in their Department's Administration if there are instances of noncompliance, up to and including termination from office.
4. The Board of Governors commits to reviewing and updating this policy regularly to align with evolving standards and regulations.

This resolution shall be passed with a majority vote and entered as  
standard legislation.

Full details of the vote shall be recorded in the meeting minutes for  
RM-S25.

Adopted this day 29 of March, 2025, by the Board of Governors of  
Library of Code, Inc.

I, Matthew R, Chair of the Board of Governors for the  
corporation, do hereby certify that the above resolution was duly adopted by this  
body of Library of Code, Inc. on 2025-03-29 following proper voting  
procedures.

X Matthew R

Title: Chair of the Board of Governors