

## **RICHMOND FREE LIBRARY**

### **Library Policies**

#### **Behavior Policy**

The Richmond Free Library supports the *Library Bill of Rights* in all its interpretations by the American Library Association. To protect the rights of all Library users to utilize Library resources to pursue independent learning, knowledge and other activities in a peaceful Library environment, staff members shall ask individuals who may be interfering with the rights of others to leave.

Types of behavior which will not be tolerated are:

- Loud talking which may disturb others.
- Inappropriate or harassing behavior.
- Abusive language to staff members or library patrons.
- Loitering, smoking, alcohol or illegal drug use on library grounds
- Behavior which violates public laws governing criminal behavior, such as lewdness, breach of the peace, disorderly conduct, stalking, assault, or vandalism.

The Richmond Free Library is committed to a professional working and learning environment which is fair and responsible; and which is free of discriminatory, inappropriate, and disrespectful conduct or communication.

Harassment inhibits a person's ability to function effectively as an employee or library patron and violates acceptable standards of conduct. Harassment can occur between patrons and library staff, or between patrons, and is defined as any action taken or situation created intentionally by conduct (verbal or physical) that is intimidating, demeaning, hostile, or offensive, or by initiation of unwelcome physical advances, or sexual conduct.

#### **Sanctions**

In most cases, one verbal warning will be issued to any patron who violates the Behavior Policy. A second violation may result in expulsion from the library and its grounds. No warning will be required, however, if in the judgment of the library staff, the behavior in question (a) violates federal, state, county, or municipal laws, or (b) poses an immediate threat to the safety or well-being of other library patrons or staff. Library staff are authorized to enforce these rules.

The library reserves the right to revoke or restrict library privileges of any patron for behavior contrary to these rules and regulations.

In cases where the offending individual does not comply with library directives, the police may be called for assistance.