

# Carbon County Library System

## Code of Conduct Policy

The Carbon County Library System provides free, open, and equal access to ideas and information to all members of the community. This code is designed to foster an atmosphere of mutual respect and courtesy and applies to all individuals while on library property. Behavior becomes unacceptable when it interferes with other person's use of the library, when it could result in injury to oneself or others, or when it could result in loss or damage to customer or library property.

### **Unacceptable behavior includes, but is not limited to:**

- Verbally or physically threatening or harassing another person
- Using tobacco, alcohol, or illegal substances
- Displaying excessive affection, obscene gestures, sexual acts, and indecent exposure
- Consuming food or beverages, except in designated areas
- Pushing, running, shoving, or throwing objects
- Disrupting others with loud talking or other noises
- Skateboarding or roller blading
- Misusing furniture and materials
- Bringing animals (except service animals) into the library without prior permission from the director
- Unauthorized soliciting of funds or offering of goods or services for sale
- Behavior that interferes or denies others full and equal access to library materials and services

Shirt, shoes are required for all customers, including children, while in the library building.

### **Children**

Children are welcome in the library but staff cannot supervise individuals.

### **Consequences of Misconduct**

The library reserves the right to remove any person whose behavior is disruptive, is inappropriate for a library environment, or interferes with the use of the library by others. The Director or staff designee will apply these rules in a fair and equitable manner for the benefit of all.

The consequences of misconduct may be any of the following: verbal warning, denial of access, eviction, loss of library privileges, and/or prosecution.

All staff are authorized to expel individuals of unacceptable behavior for the remainder of one day. Individuals with repeated expulsions or serious offenses may be expelled for longer periods of time. The Director/designee will notify the individual about long-term expulsion.

### **Due Process**

Individuals who are evicted, denied access, or who lose library privileges may meet with the Director or designee in an informal session to protest the eviction or loss of privilege. Individuals shall be given notice of the reasons for the disciplinary action and an opportunity to respond. The decision of the Director/designee shall be final and may not be appealed in any forum.